

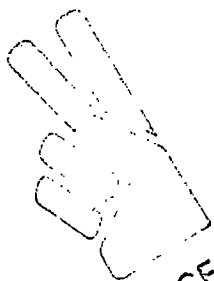
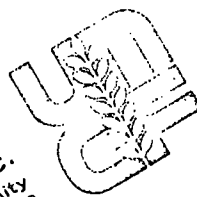
Minorities
Black Organizations



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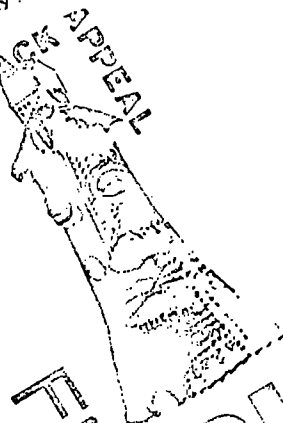
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SOCIAL UTILITY and
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BLACK RUND-RAISING:

An Exploratory Study of
Independent Black Fund-Raising Organizations

Prepared by

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with support from

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and
Cummins Engine Foundation

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MAJOR FINDINGS

(1) Independent black fund drives are operating in Boston, Detroit, Los Angeles, Chicago, Washington, D.C., with seven other cities planning similar drives;

(2) Black fund drives result from a multiplicity of factors -- but basically from the failure of social institutions to meet the needs of black people, and the effort by blacks to develop their own institutional forms.

(3) Black fund drives tend to develop in large urban centers with over 100,000 black residents, where there has been considerable conflict between blacks and white institutions.

(4) Fund-raising by United Way is disproportionately concentrated on lower income workers who are pressured to contribute in their places of employment. Higher income individuals are insulated from United Way pressures and give proportionately less of their incomes.

(5) Services and programs supported by United Way are basically recreational, cultural, and youth-oriented, which have no effect in reducing rates of poverty, malnutrition, unemployment, or other problems in black communities. Less than one percent of United Way resources are distributed to the black and poor communities.

(6) Contributions to United Way in 1970 were less than .09 percent of the Gross National Product and .47 percent of government tax revenues. United Way's charity function could be eliminated with less than .50 percent of government resources.

(7) Conflict between traditional black agencies and United Way over allocations of money and decision-making occurred in over 60 percent of the 71 cities studied. This conflict is increasing as more black agencies make legitimate claim for redistribution of funds and inclusion of blacks in positions of control.

(8) Although needed, black fund drives are unable to raise enough money to directly meet basic needs of black people for housing, food, jobs, and health care.

(9) Black people give approximately \$754 million per year to charitable organizations -- mainly churches. A national black fund drive has potential of raising \$18.5 million from black donors.

(10) Basic potential benefits of black fund drives are support of social and political change movements, planning activities, and organization of black communities, to act as a force for redistribution of wealth and opportunity.

(11) There is insufficient concentration of risk capital in the black community to finance the initial development of a national black appeal. Major support must come from foundations.

(12) Allocative patterns of some existing black funds show support of economic development organizations, while other black appeals support the same agencies as United Way.

(13) Black appeals in Los Angeles and Boston conducted fund drives which either exceeded or approximated their estimated per capita rate of giving. These black funds operated at a level of efficiency comparable to the other major fund-raising organizations.

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CHAPTER IV

SOCIO-ECONOMIC FEASIBILITY OF
BLACK FUND-RAISING

In previous chapters we concentrated on descriptions of existing black fund drives, as well as the elements of fund-raising in general. One important aspect of assessing black fund drives, whether operating or planned, is their relative ability to raise dollars. Of principal interest in this chapter are key questions concerning the social utility and economic feasibility of broad-based fund-raising activities for the black community in general and specifically for the several communities under study. We develop here some rough indices of potential and actual contributions by black residents to a national black fund drive and to local black funding efforts. Such questions as whether fund-raising can be of assistance to black community groups, and whether black people can economically support black social movements are of importance to the study here and the conclusions reached. To those individuals and groups who question the relevancy and ability of blacks to engage in mass fund-raising, this section of the study may be of assistance in providing information on which to make decisions regarding future support of this movement.

Need for Black Funds

In gathering data from interviews and analysis of literature and materials about black funds, several basic facts about the social utility

of fund-raising by blacks were noted and deserve our attention:

- (1) there are current and historical high levels of unmet social, economic, and political needs in black communities across the country;
- (2) there are insufficient financial resources or manpower at the disposal of blacks to alter these conditions;
- (3) there is insufficient national or local will to provide resources and to alter the conditions of inequality, oppression, and exploitation that exist in social institutions; and
- (4) United Way resources as presently used, or if fully available to black groups, are insufficient to directly meet the social, economic, nutritional, and political needs of black people.

Based on these facts, we conclude that there is a need for independent black fund-raising organizations. However, proponents of black fund drives must realistically determine their goals, methods, and how funds they raise and their organizations can be used most effectively to alter negative conditions in the black community. Black fund leaders must skillfully distinguish basic problem causes from mere symptoms, so that their financial and human resources are not quickly dissipated without meaningful results. While we conclude that there is a dire need for black fund-raising efforts, it is quite apparent that black funds will not be able to directly feed, clothe, house, and/or meet the varied health care needs of needy blacks in this country. It is also equally apparent that support of social agencies, previously supported by United Way, is unlikely to materially alter the deleterious conditions in the community. Given the need for black fund drives and the realization of their inherent limitation, it may be necessary to confront basic problems by focusing

black fund-raising activity on agencies designed to increase the flow of financial resources to the black community.

Furthermore, the necessity for independent black fund-raising efforts is found in the purposes of the United Way organization which are inconsistent with the needs and priorities of black groups as found in this study. The actual purpose of the United Way is to collect funds and distribute them in such a way that these activities contribute to the maintenance of the status quo. Little emphasis is placed on alteration of social institutions, while major emphasis is placed on individuals and services designed to offer individualistic, oriented services. Black social agencies and movements which have depended on the United Way for resources have experienced excessive pressure to conform to the status quo expectations and functions consistent with the aims of the allocating body. Programs and efforts by black organizations which are inconsistent with or threatening the purposes of fund leadership are resisted and in some instances forced out of the fund as a means of sanction.

Awareness of the level of unmet needs in black communities, combined with the high probability that United Way groups will not voluntarily support black social change activities, points to the need for consideration of these alternatives. Blacks can:

- (1) attempt to develop controlling power over the allocation/distribution of United Way resources in the community, placing secondary importance on simply requesting increases in allocations;
- (2) totally reject United Way resources;
- (3) accept United Way resources with the intent to wage conflict to alter the structure;
- (4) accept United Way resources with subsequent diminution of social change goals;
- (5) attempt to completely eliminate the United Way through public and legal exposure with simultaneous effort to force government to fund social change activities of black and poor groups; or
- (6) develop black funds to raise and distribute money and human resources with the purpose of social change.

In the remainder of this chapter we intend to examine in detail the alternatives of independent black efforts and its utility and feasibility in the black community.

Social Utility

Review of the literature indicated that little work has been done in the area of individual benefits from giving. However, we suggest that cooperative development, such as fund-raising by ethnic groups, has the potential of helping black community residents to:

- (1) develop a sense of community and honor, cited by Weber¹ as essential for movement towards closure;

¹Gertrude Neuwirth, "A Weberian Outline of a Theory of Community: Its Application to the Dark Ghetto," British Journal of Sociology, No. 20 (June, 1969).

- (2) enhance and promote the development of a sense of black identity and ingroup feeling;
- (3) enhance a sense of social, economic, and political control and power over one's environment and institutions in the community;
- (4) activate residents to seek more equitable opportunity and distribution of societal resources as a matter of human right;
- (5) educate community residents about processes of political and social change and need for different value systems;
- (6) locate, organize, and utilize the diverse human resources and skills of residents and supporters of the black community; and
- (7) provide some financial support for planning and implementation of social change activities.

Under this scheme of benefits of black fund-raising the actual monies raised by black organizations are of secondary importance and are seen as tools for support of change.

Black communities in general have tremendous needs for planning and activist movements to seek change in economic, political and societal conditions. Equally clear is that blacks and others who are sincerely interested in participating in systems change are frequently unable to devote their full time and energies to such movements because of lack of financial support. Potential activists, planners, and participants in these movements are frequently forced to work in other system-maintenance activities to earn a wage for subsistence, while devoting what spare time they might have to systems change. Such conditions easily result in fatigue, disillusionment with the pace of change, and eventual withdrawal. Black national and local fund drives may be a means

of providing support for planners and activists, since such support is unlikely to come from United Way and other similar organizations.

Another potential benefit of national and local black funds is in supporting systems of communication for community residents. In many black communities there are no viable systems of disseminating information about conditions, problems, and plans to community residents. Blacks do not have franchises in radio, television, newspapers, and other media. Such a lack of information dissemination handicaps the movement for closure, and perhaps can be altered somewhat through support by black funds.

Several black groups see potential economic benefits in developing black funds, if they can be used as capital for low interest loans for business development. Other suggested uses of money raised in black funds are in developing housing areas for blacks, as well as in assisting in the development of community economic development corporations which attempt to purchase and develop land in the community and surrounding area.

The most important potential benefit of black fund drives is their impact on community residents. Fund activities have the potential of organizing various aspects of black communities and possibly providing a basis for unity. Black fund activities may be important factors in helping black residents to identify with each other, the organization, and the need for unified and concerted action in order to make change. In this way black funds may have a similar effect to the black church -- that is, of organizing large groups of low to middle income blacks,

motivating them to contribute their money and skills to the organization, and energizing the group into some focused activity. It may also be possible that black funds could become an integral part of some black church organizations.

It was pointed out earlier that over 44 percent of charitable giving in the United States in 1970 was for religious organizations. Estimates of giving for religious organizations in black communities is estimated to be considerably higher than 50 percent. However, in both instances whether those contributions to religious organizations actually make some impact on social conditions in the community is unknown. Some black groups in the latter two years have challenged the white Protestant churches and charged them with contributing to the racism and discrimination which plague the society. Leaders of this movement attempted to obtain reparations from the churches for the black community. Similar questions were not openly asked of black churches whose activities also may aid in the maintenance of the status quo. Some black groups have suggested that black funds, nationally and locally, could logically take place within the structure of the black church, since historically black churches have played rather active social change roles. However, prior to adoption of such plans more serious examination of the black church as a vehicle for this type of structural change needs to be made, since it is possible that alteration of the institutional fabric will bring the black churches under attack. It may be that black churches in general are too conservative and aligned with the status quo, as well as involved in their own fund-raising, to become actively involved in this movement.

Potential benefits given here are considered as merely some of the benefits of particular fund-raising activity for black people and tend to support the establishment of fund-raising activities as examined herein. In effect, this research concludes that there is a need for and that there would be potential social benefits from black fund-raising activity on a local as well as on a national level. However, whether these benefits are realized depends on the establishment of a clearly-defined purpose which reflects the nature of dominant fund-raising and is consistent with benefits outlined earlier. Additionally, the effectiveness of funds in realizing these goals is related to their ability to support activities to achieve these goals. In the remainder of this chapter we will examine the potential financial ability of black funds to do this.

Economic Feasibility of Black Fund-Raising

While there are obvious benefits from fund-raising activity, it is necessary to examine the actual fund-raising potential of blacks nationally and locally. Of principal importance in measuring fund-raising capacity are the following factors:

- (1) population of potential givers;
- (2) index of current black incomes and expenditures; and
- (3) current pattern of giving by blacks.

Potential Givers

In 1970 there were 22.6 million blacks counted in the United States.¹ This total represented approximately 11 percent of the total United States population. All of these black individuals are not potential financial contributors, since almost one-half are children under the age of 18, and many others are dependent on employed wage earners. There are 11 million black adults, of whom approximately 8 million are heads of families and another 3 million are single adults. It is these latter two groups who would, in all probability, become the foci for a national and local black fund-raising effort. Of the 11 million black adults 3.25 million are male heads of families; another 3.25 million are the wives of these family heads; 1.6 million are female heads of families; and 176,000 are single male heads of families. Overall, there are roughly 5 million black families in the United States.²

Location of Potential Givers

In 1970 approximately 53 percent of the black population lived in Southern cities, while 19 percent lived in Northeastern cities, 20 percent in North Central cities, and 8 percent lived in Western cities.³ Seventy-four percent of the black population in 1970 resided in metropolitan areas, with 26 percent in areas outside the metropolis, but only 5 percent lived in suburban areas.⁴ Forty percent of the black population

¹U.S. Department of Commerce, Social and Economic Status of Negroes in the United States, 1970, BLS Report #394, Series P-23, No. 38, July 1971, p. 7.

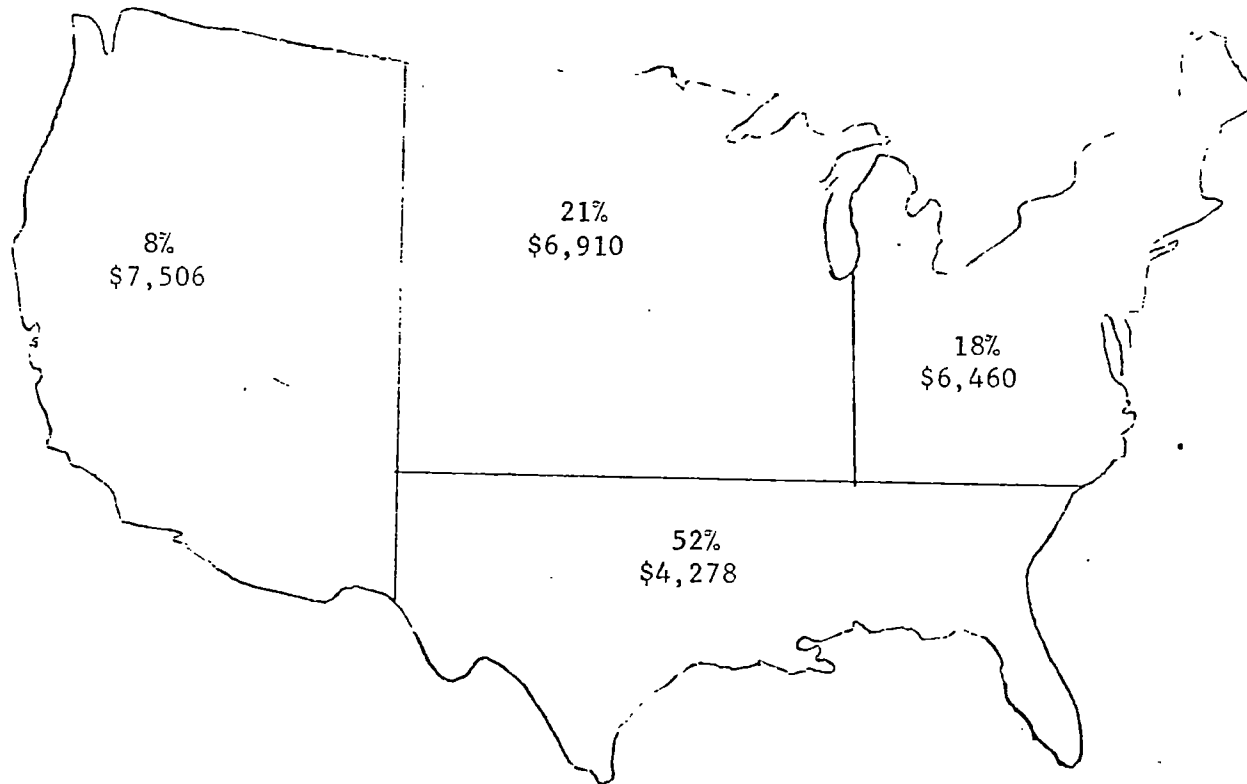
²Ibid., p. 9.

³Ibid., p. 9.

⁴Ibid., p. 13.

FIGURE IV-1

LOCATION OF BLACK POPULATION AND MEDIAN INCOME



lived in the 30 largest United States cities in 1970.¹ This data tends to suggest that potential contributors to a black appeal are urban dwellers concentrated for the most part in the 30 largest cities in the country. Supporting this conclusion is the fact that four out of the five functional black appeals are located in the six largest centers of black population.

Index of Current Black Income

In 1970 the median income for blacks throughout the nation was \$6,191, or roughly 61 percent of the median income for whites.²

TABLE V-1
DISTRIBUTION OF BLACK INCOME

Income	Number	Percentage
Under \$3,000	1,000,000	20.0
\$3,000-4,999	950,000	19.0
\$5,000-6,999	850,000	17.0
\$7,000-9,999	1,000,000	20.0
\$10,000-14,999	800,000	16.0
Over \$15,000	500,000	10.0

¹Ibid., p. 17.

²Ibid., p. 26.

³Ibid., p. 26.

While the median income for blacks was \$6,191, the median varied somewhat dependent on the region of the country in which the potential contributor resided. For example, the median income of blacks in the Northeast was \$6,279, while the median was \$7,774 in the North Central, \$8,001 in the West, and \$5,226 in the South.¹

National and local black fund-raising appeals are likely to be focused on those black families (60%) who earn over \$5,000 per annum. This total would be close to 3.2 million black families who would be the target group for a black appeal.

Employed Blacks and Foundation Support

In terms of actual employment, approximately 8.5 million blacks are employed full-time. This group is the most potential contributor to the black funds on a national and/or local basis.

While emphasis is placed here on potential income to be derived for black funds from predominately black donors, it should be understood that many white individuals and organizations are likely to contribute to these appeals, therefore increasing total receipts. As was shown by the pattern of support from existing black appeals, considerable support is likely to come from foundation. It was shown that several of the black appeals would not have been able to remain solvent without the support of foundations. Foundation support of major black organizations, such as the Urban League, NAACP, and the United Negro College Fund, suggests that foundation support is likely to be the important resource for black funds, particularly in their initial years of development.

¹Ibid., p. 26.

Examination of potential and actual contributions to black funds shows that, unlike United Way which depends on the largess of the corporate sector, black fund drives are greatly dependent on foundation support. Black appeals cannot -- principally because of their social change goals and their challenge to United Way -- initially depend on financial support from corporations. As was indicated in Chapter I, corporations directly and indirectly account for roughly 89 percent of financial contributions to United Way. However, business corporations dominate United Way, control allocations of charity funds, and determine which programs are given support. Since black funds reject the pattern of allocations by United Way, it is unlikely they will be able to obtain corporate contributions without concomitant corporate control -- which would defeat their purposes. We conclude that large corporations are not potential major supporters of black fund drives and that efforts to secure their support will result in failure or requirements which would dull the effectiveness of black funds.

Foundations that maintain relatively large amounts of capital assets are the obvious potential resources for black funds -- in the short run. In 1970 there were over 20,000 foundations, some with assets of over three billion dollars. These foundations represent a lucrative major resource for risk capital for developing black funds. Other equally viable sources of such capital do not exist at this time. Although foundations do have relatively large amounts of capital, their allocative pattern does not reflect consideration with black community development aims. Over the years foundations have provided most of their support of blacks

to black educational institutions. In order to successfully tap the resources of the forty major foundations, black funds must seek to reorient the foundation's priorities. The necessity of this move is seen in that in 1970 out of \$800 million allocated by foundations the majority continued to be allocated to educational activities.

Table V-2

DISTRIBUTION OF FOUNDATION RESOURCES
1970
(in millions)

Amount	Percent	Area
281	35	Education
136	17	Welfare
121	15	Health
93	11	Science
59	7	International activities
52	6	Humanities
51	6	Religion

This current pattern of distribution of foundation assets shows the lack of direct investment in black community development activities, although the overall investment in other areas is relatively high. It should be recognized too, however, that the amounts of allocations shown in this table only represent about one-half of foundation allocations for 1970. Other allocations of less than \$10,000 per grant are not reported in the Foundation News.

It is also of interest to note that foundations contribute to United Way. United Way literature shows that in 1970 over 40 percent of its local campaigns received support from foundations.¹ Foundation contributions to local United Way campaigns ranged from a low of 0.1 percent to 15.9 percent for some local campaigns.² The average foundation contribution to United Way campaigns was roughly 1.2 percent of total contributions. Based on these approximations foundations contributed roughly eleven million to United Way in 1970. If foundations contributed an equal sum to black funds nationally, black fund receipts would be substantially increased from their present total of \$288,000. It is reasonable to assume that foundations can be influenced to provide not only some developmental capital for black funds but to make rather sizable contributions as well, as is done for United Way.

In the long run black funds must move towards a position of increasing self-sufficiency, even from foundation resources. Black funds must realize that foundations receive varying proportions of their assets from the corporate sector. Additionally, foundation boards and directors are usually drawn from business and government and may well make binding requirements on the activities of black funds, which would defeat some of their major community development and social change goals. In order to avoid the controlling influence of powerful corporations and/or foundations black funds may need to accept resources only if there are no requirements on organizational activities, or accept short-term grants for developmental purposes only.

¹United Way of America Research and Systems Development, Measurements of Campaign Performance, June, 1971, pp. 1-12.

²Ibid.

It needs to be realized, however, that charitable foundations are subject to similar constraints, values and attitudes as are found in the general society. Thus, black appeals may find that, as their activities focus on the sources of problems, charitable foundations may discontinue their support.

Calculation of Indicators of Black Giving

Estimated Overall Giving

No assessments or estimates of current black charitable contributions, on a per capita or family basis, are available. However, while no indicator of black giving is available, information from a variety of sources is used to roughly approximate the total amount of giving by blacks and the potential amounts that can be raised by black fund drives on a national and local basis.

Brimmer concluded in 1960 that black contributions to charity totalled \$150 per family.¹ It is assumed that the largest proportion of the \$150 per family was given to church organizations, with roughly 3 to 5 percent going to United Way and similar fund-raising organizations. If Brimmer's figures are correct for 1960, then black families gave approximately 3 percent of their median incomes to charity in 1960. Giving by all donors in 1960 equalled 3.73 percent of income.²

Using Brimmer's calculations as a basis, it can be shown that, as incomes have increased, the total amount going to charity has increased,

¹Andrew Brimmer, Marketing Information Guide, Vol. XI, No. 5 (U.S. Department of Commerce, May, 1964), p. 3.

²American Association of Fund Raisers Council, op. cit., p. 14.

would have given approximately 2.42 percent of their incomes. This figure would equal a family gift of \$150.82, only slightly greater than the 1960 figure. Using this rate, overall black giving in 1970 would have been roughly \$754 million, less than the total amount raised by the United Way. It is this figure that we use as an estimate of total giving to charity by black families in 1970.

Another fairly accurate means of estimating the overall amount that blacks give to charity is to approximate the per capita gift of blacks by using the ratio of black income to white income as a base. For example, the average charitable gift in the United States in 1970 was \$349, which was raised from approximately 17 percent of the American population.¹ If 17 percent of black adults gave 60 percent of this average gift, they would have given at a rate of \$219 per capita, for a sum of \$390 million.

Another, but less accurate, means of estimating overall black giving would be to use the rough figures developed by Gibson who estimated that blacks have disposable income of approximately \$30 billion per year.² Since giving by all other groups is 1.87 percent of disposable income, blacks could ideally raise \$960 million if they gave at a similar rate.

Using these various formulae, estimates of total black giving show rather wide variation from a low of \$390 million to a high of \$960 million. It seems, however, that the estimate of \$754 million is the

¹Ibid.

²E. Parke Gibson, Metro-Market Reports, updated version (New York: Gibson Associates, June, 1969).

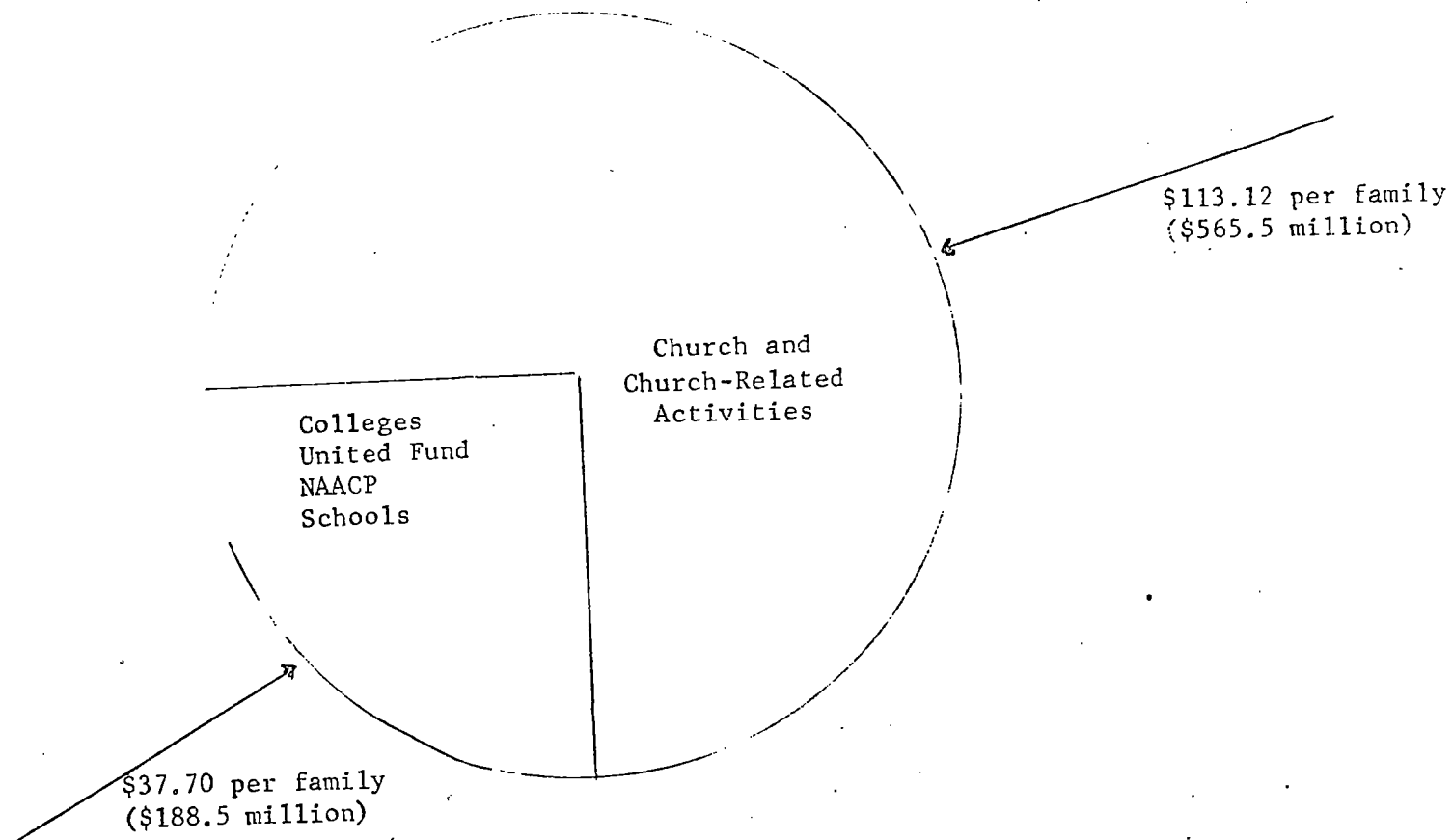


FIGURE IV-2

ESTIMATED CHARITABLE GIFTS BY BLACKS IN 1970
DISTRIBUTION BY AREA
\$150.82 PER FAMILY

most accurate estimate of total black giving in 1970, with the understanding that the majority of these gifts are given to religious organizations.

Potential Income for Black Funds

The most accurate means of determining potential per capita contributions to black fund drives is to utilize the figures used by United Way, which show that the average gift to its 1970 campaign was \$23.83. It is also shown that approximately 17 percent of the employed population contributed to United Way. Census figures show that on the average blacks earn roughly 60 percent of what white workers earn. We assume for purposes of illustration that blacks have potential for giving at 60 percent of the rate of white workers. This sum would total a per capita gift for employed blacks of \$14.31. If 17 percent of the 8.5 million black workers gave at this rate, a maximum of \$18.3 million could be raised nationally for black funds. If 100 percent of employed black workers gave at the rate established here, a maximum of \$121 million could be raised in a national black fund.

We estimate that a national black fund would raise approximately \$18.3 million from black workers. The total amount of money to be raised by black funds could be increased by increasing the per capita rate of giving by blacks, increasing the percentage of blacks who contribute, and by obtaining contributions from other groups in the society. Each of these actions would substantially increase revenues.

While black funds have the potential of raising \$18.3 million from employed black workers, there would be regional variations in the

totals because of differences in median income based on regions. For example, whereas the national average of black income is 60 percent of that of white workers, the rate in Southern areas is 57 percent, while in Western areas the rate is 77 percent, and it is 73 percent in the North Central areas and 71 percent in the Northeastern areas.¹

Estimates of Income for Operating Black Appeals

Utilizing the rough per capita gift developed here, with allowances for regional differentiation, we note the potential income from fund-raising in the cities under study here. Blacks in Los Angeles would theoretically give at a per capita rate of \$9.80, while black givers in Boston would give at a rate of \$12.24. Black givers in Washington, D.C., would give at a per capita rate of \$7.08.

TABLE V-2

ESTIMATED TOTAL AND PER CAPITA GIVING BY BLACKS IN SEVEN CITIES COMPARED WITH ACTUAL MONEY RAISED

City	Estimated Total Giving	Potential Giving to Black Funds	Per Capita	Amounts Raised	
				Total	Per Capita
Chicago	\$6,199,003	\$ 688,126	\$10.94	\$ 35,000	\$ 0.56
Detroit	3,834,598	1,008,984	24.73	75,000	1.87
Washington	3,068,282	312,936	7.08	10,000	0.23
Los Angeles	2,984,727	416,500	9.80	100,000	2.35
Boston	594,634	83,232	12.24	100,000	14.70
Cleveland	1,701,400	291,618	19.06		
St. Louis	1,403,380	310,000	18.26		

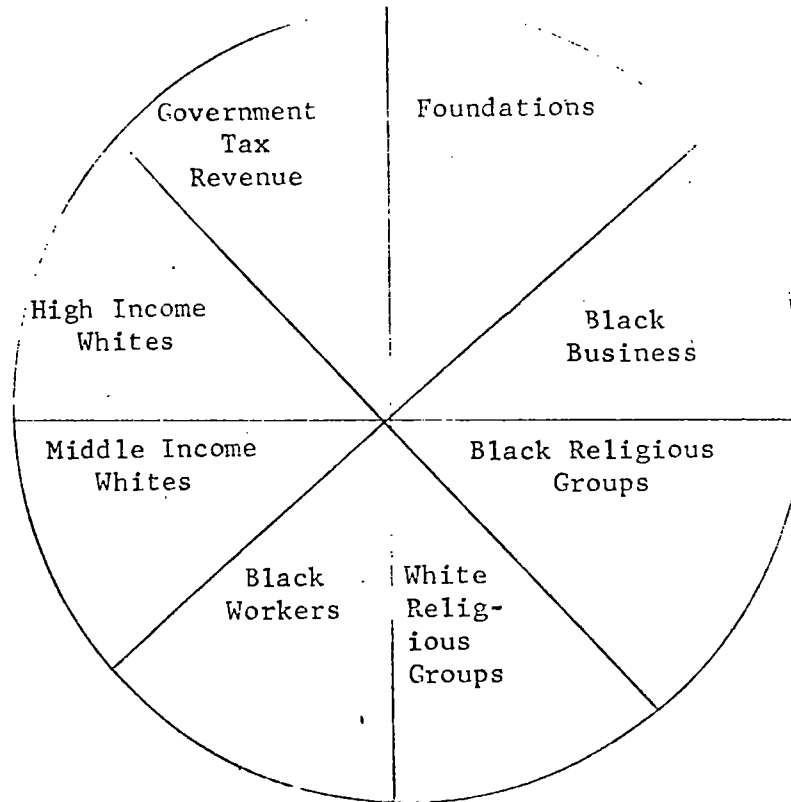
¹U.S. Department of Commerce, 1970, op. cit.

Utilizing the per capita estimate of black giving, we project the amounts of money blacks give to charity in each of the cities under study. Of interest here is the relatively large amount of potential contributions by blacks in the City of Detroit, compared with the amount actually raised by the black fund in that city. Whereas Detroit ranks first in the potential charitable giving by blacks, Boston ranks first in terms of reaching the potential per capita gifts with the actual amount given. Washington, D.C., raised the least amount per capita, as well as the least amount in actual dollar figures. It should be realized that the figures given here are estimates of per capita giving as well as overall giving, and the totals could vary greatly from these estimates. For example, in Boston the actual number of givers, black or white, are unknown and would likely alter the actual per capita rate of giving by blacks cited here, since a number of whites are known to have contributed.

It can be seen from these rough figures that black giving can be increased by increases in the number of black givers, per capita amounts that are given and inclusion of givers from other racial and/or ethnic groups. It should be emphasized that the majority of black charitable giving goes to religious organizations at present. For black appeals to increase the amount of their total revenue, they would have to mount extremely effective drives in their initial years of operation in order to sell individual workers and families, both black and white, on their merits. Black appeals attempt to raise money from a relatively low income population whose income is basically invested in fixed expenditures. In order to financially succeed black appeals need an environment which

FIGURE IV-3

MAJOR POTENTIAL RESOURCES FOR BLACK FUNDS
1970



motivates individuals to either defer purchase of particular items and invest in black funds, or divert monies going to other charitable organizations, such as the black church. In both instances there is likely to be resistance to these suggestions, since motivating low income groups to defer purchase of tangible items, entertainment, and religion in order to purchase intangible, subjective items is a difficult task.

We see from these estimates of black giving that black fund drives on either a national or local basis are likely to raise relatively small amounts of money. Even if 100 percent of black workers were to give at the estimate per capita rate, black funds would raise a maximum of \$121 million. Since it is improbable that 100 percent efficiency will be reached, black funds will raise from black workers substantially less than the maximum amount shown here. This relatively small figure suggests that black funds are likely to have little direct financial impact on social problems in the black community -- and may have to depend on white resources for the majority of their contributions. We pointed out that the estimate of giving here was calculated only for black donors. There was no means at this time of calculating the number or size of per capita gifts by whites. However, their gifts were cited as one of the major means of increasing the income of black appeals.

Summary

In this chapter we pointed out that total contributions to charity in 1970 amounted to \$18.3 billion, or roughly 1.87 percent of the Gross National Product. Giving to the United Way in 1970 was \$864 million, or .09 percent of the Gross National Product. Although total giving to charity and giving to the United Way were relatively insignificant amounts of the Gross National Product, the significance of giving increased when considered as a part of tax revenues. Total giving was roughly 14.63 percent of individual and corporate tax revenues in 1970, while the United Way raised a sum equal to .67 percent of individual and corporate tax revenues.

Of the total amount of money given to charity in 1970, 78 percent was given by individuals. Fifty-nine percent of the money given to United Way was given by individuals via the payroll deduction system. We concluded that the amount of money raised by United Way had little potential impact on social change -- even if they were totally and directly allocated to poor people. Furthermore, we concluded that fundraising by United Way falls disproportionately on lower income groups, while higher income groups are relatively free of pressures to give.

Giving, according to some authors, represents a "charity tax," and is permitted by the federal government. However, unlike other tax revenues the collection, distribution, and evaluation of the "charity tax" is carried out by private citizens, basically from upper income business groups. Black groups charge that allocation of these quasi-tax funds is racially influenced, resulting in disproportionately lower

amounts for black social agencies. We indicated that federal statutes do not permit discrimination in the use of such funds -- perhaps opening the way for legal challenge of the United Way pattern of distribution and its organizations.

Allocation of resources by United Way is controlled by business interests who indirectly and directly contribute over 89 percent of United Way dollars. It was emphasized that businesses become involved in United Way for a variety of reasons, including the desire to increase their image and control of expenditures for social services in the community. Influence of business on United Way allocations is shown in that the majority of resources are provided for agencies that are not integrally involved in providing services for black and poor groups. Major recipients of United Way dollars are the Boy Scouts, boys' clubs, Red Cross, with minimal resources given to hospitals and health clinics. We pointed out that "moderate" black social agencies, such as the Urban League, receive less than one percent of United Way resources, while more "militant" black organizations are ineligible for membership in United Way.

Although there were serious disadvantages and abuses in fund-raising, several potential benefits of black fund-raising were noted. Primary importance of black funds was in organizing the black community and enhancing the positive sense of identity among blacks. Of additional importance for black funds is providing financial support for social planning and activist movements. The necessity for these actions was shown in the massive level and the extent of unmet needs in black communities and the meager amount of attention and finances provided by the

government and United Way. It was noted that black funds do not have the economic potential to directly meet the varied needs of black people in the society. Rather, black funds were seen here as using their resources to indirectly reduce social problems by stimulating government and private holders of wealth to redistribute greater amounts of available resources and opportunity. Potential contributors to black funds were seen as the 8.5 million employed black workers and their families. Using two estimates of giving we determined that blacks gave a total of \$754 million to charity in 1970 for a family rate of approximately \$150.82 -- slightly over their family rate in 1960 of \$150. It was also determined that black funds could potentially raise \$18.3 million by obtaining contributions of \$14.31 from 17 percent of the employed black population. This estimate was determined by utilizing differences between black and white median incomes. If all 100 percent of employed black workers gave at the estimated per capita rate, black funds could only raise a maximum of \$121 million dollars in a national campaign. Because of regional differences in median black incomes the per capita rate would actually vary by these regions. The overall sum of money estimate for a national black fund could be increased by increasing the per capita gift, the number of black givers, and including whites who are also likely to give. The amount given here is seen as an underestimate of potential contributions of black funds on a national level, since they do not include estimates of giving by groups other than blacks.

Utilizing the estimate per capita given we calculated the potential total giving for seven major cities, as well as the total

potential contributions to black funds. We then compared the estimated per capita gift with the known per capita gift. It was shown that only the United Black Appeal in Boston approximated its estimate per capita gift. All other black appeals were far below their estimate per capita rate. Detroit's International Black Appeal had the highest estimated potential contributions to black funds -- over one million dollars. However, the fund in Detroit raised less than \$65,000. Black funds in Washington, D.C., and Chicago also had relatively high estimated total contributions, but each campaign raised less than \$2.00 per capita. The United Black Fund of Washington, D.C., raised \$0.23 per capita -- the lowest of all the black appeals.

We concluded that the estimated amounts of money raised by black appeals are unlikely to have any direct impact on meeting the multiple unmet needs in the black population. Funds raised by blacks, to be effective, are best used to increase distributions of resources by government, foundations, corporations, and churches -- the holders of wealth in the society.

*Brotherhood
Crusade*

April 3, 1973

Jim Herrin
Executive Director
Brotherhood Crusade
5874 S. Broadway
Los Angeles, California 90003

Dear Jim:

It was my pleasure again this year to take part in the annual fund raising drive of the Brotherhood Crusade.

You and the Board of Directors are to be commended for the outstanding direction that has been given to the Crusade. The funding the Crusade has provided has enabled many organizations to continue programs that might have otherwise had to cease. The Los Angeles Brotherhood Crusade has consistently performed an outstanding service to the entire black community.

Again, congratulations and I hope our combined efforts will continue to prove successful.

Sincerely,

JULIAN C. DIXON

JCD/lrs

FYI

BLACK CAUSES ASSOCIATION, INC.
6072 - 14th Street
Detroit, Michigan 48208
361-5150 Ext. 53

P R E F A C E

The move toward minority community development has served to sophisticate the actions of the Black community in its struggle for equality and self determination. The emotional, reactionary responses of the sixties has evolved into a movement of institutional development of the seventies.

The philosophical intellectualizations of the concept "self-help" has evolved into action on the part of the Black community and now seems to have generated the self assertion of other minorities throughout the nation.

Thus we have the creation of Black institutions that are sensitive to the needs of the Black community, thereby effecting, in a positive way, the relationship between the Black and poor minority and the larger society in terms of mutual respect and shared power.

I N T R O D U C T I O N

The Black Causes Association, Inc., a non-profit, tax-exempt organization comprised of professionals, laymen, businessmen, and others from Detroit's Black community, was formed in the fall of 1970. Its objective is to function primarily as a funding mechanism designed to impact upon the fund raising difficulties of non-profit activities or projects involved in the legal, economic and social struggles of Black people in Metropolitan Detroit.

The Association emerged out of the concept of self-determination and is being expressed via the building of an institution that is sensitive to the needs of the Black community, and concerned about the future of the total community.

STATEMENT OF PURPOSE

Black Causes Association, Inc., a non-profit corporation with tax-exempt status, has as its binding purpose the moral, economic and social uplift of Black people. It serves as a catalyst for positive action by institutionalizing the efforts for self determination of the total Black community in which the rich and the poor, the activists and the uninvolved, the extremists and conservatives, the laymen and professionals, can find a means of participation in a collective thrust for positive change.

The Association functions primarily as a funding source aimed toward impacting upon the fund raising difficulties encountered by many community organizations that are actively engaged in the social, economic, and legal struggles of Black people.

B.C.A. would not necessarily take positions or participate in any activity for which there is an existent organization in the community whose interest and impact could deal effectively in solving, negotiating or confronting the given problem. This is not to say that Black Causes Association could not become involved in such problems by funding new activities or groups.

A I M S

To provide Detroit's Black community with an alternative approach for confronting the social, economic and legal struggles of Black people.

To encourage participation in the building of more Black institutions, congruent with the concept of self determination.

To instill pride, dignity, and self respect within the Black community by providing a living example of success.

OBJECTIVES

To develop a community based funding source for local activities or projects that are involved in the Black community's struggle for social change.

To become further involved by extending the resources within our organization to provide manpower, expertise and moral support to such activities or projects, some defined as 'causes', when necessary.

To involve maximum participation of the Black community, i.e., individuals, organizations, businesses, unions, etc., in B.C.A. as members providing financial and physical support.

WHY BLACK CAUSES ?

Detroit, just like other urban centers in America, is representative of a myriad of social problems which are generally created by economic problems that are germane to the "urban crisis" cycle.

For example, the increased migration of Black people to Northern urban centers is generally the result of discrimination and lack of employment opportunities in the South.

The Black migration, often inclusive of the unskilled and uneducated produces an ever increasing "flight to suburbia" by the white working and middle classes, and white owned businesses, industries, and services find it economically feasible to follow.

Thus the urban centers, having to meet the challenges of redevelopment in accordance to the dictates of a changing social and economic base, have yet to adequately provide employment, housing and education for its migrant or native citizens, especially those who are disadvantaged.

As for Detroit, the Black community represents 44% of its total population.¹ Its members, refusing to accept the premise that the city cannot survive with an eventual Black majority, are meeting the challenge for change by organizing, and gearing major energies towards the development of a stronger, more viable community.

Although some services are available to meet the needs of the Black and the poor in Detroit, the highest rate of minority unemployment is estimated at 28.8%.² Approximately 50 to 60% of the crimes committed are related to drugs and among 30,000 drug addicts in Detroit,

1.) 1970 Census (Unpublished)

2.) Based on computed conversations with public authorities, Records Court personnel and drug abuse centers:

only 2.5% of those needing treatment are or will be receiving any such treatment.³

The glaring statics point out the need for alternative approaches to problem solving with new programs that are relevant to the lives of an ever increasing minority population, the majority of whom are affected. in one form or another, by the social problems that exist.

Many such programs, are in fact, created within the community, but are often overlooked or neglected for funding by larger institutions for one reason or another.

The role of Black Causes Association, Inc., in the thrust for alternative approaches, is to function as an ethnic conduit, pooling and making available the financial and/or professional and physical resources of Detroit's Black community to other non-profit organizations in the Black community whose projects and/or activities propose a creative and innovative design for positive changes within the target population being served.

Relative to the concept of self determination, it seems only appropriate that such organizations, struggling to survive under the pressures of limited resources, can turn to a Black institution which can not only assist financially, but can also volunteer the professional expertise and the physical support of those whose sensitivity to the needs of the Black community is enhanced by their own experiences as Black people.

3. Op cit.

ORGANIZATIONAL DESCRIPTION

With the exception of its Administrative Staff, B.C.A. is a volunteer organization whose criteria for membership for individuals and organizations include:

- 1) A yearly pledge of financial and/or on-going physical support during an annual membership drive and
- 2) To serve voluntarily as a member of a B.C.A. Committee designed to carry out the goals and objectives of the Association.
- 3) To participate in an annual membership meeting during which the Board of Directors is elected and committee chairmen appointed from the membership.

The Board of Directors for B.C.A. is charged with the responsibility of developing policies pursuant to the goals and objectives of the organization.

The B.C.A. committees and their functions are as follows:

- 1) Participation Committee
This committee shall actively seek to involve the B.C.A. membership in community activities which will further the objectives of the Association. Such activities will include:
 - a. Outreach programs in which members could provide volunteer counseling and referral services to young Black people. Especially those that would be involved with projects B.C.A. has funded.
 - b. Educational projects which would include lectures, films, etc.
 - c. Supportive services, which would include volunteer assignments for existing, or newly formed organizations.
- 2) Research/Screening Committee
The function of this committee is to actively seek, identify and investigate those Black projects that are defined as appropriate Causes, according to Association policy. The members shall be responsible for recommending, after in-depth investigation, the funding of considered priority causes. Such recommendations will be directed to the Project Evaluator for further study and recommendations to the Board of Directors.
- 3) Fund Raising Committee
This committee shall assume the responsibility for raising funds through the following methods:
 - a. Planning the annual major membership fund drive.

b. Planning no less than three (3) interim fund raising events for B.C.A.

c. Solicitation of membership pledges and/or donations from organizations, businesses and individuals, primarily within the Black community.

4) Publicity Committee

The Publicity Committee will assist the Public Relations Coordinator in the dissemination of information to the public regarding Black Causes Association through newsletters, media releases, television and radio contacts, etc.

5) Speakers Bureau

The Speakers Bureau is a component of the Publicity Committee designed specifically for the purpose of informing the Black community, which will include groups and individuals, of Black Causes and encouraging their financial support as well as physical involvement.

6) Community Relations Committee

This committee is designed to keep the membership informed of current issues and events that affect the lives of Black people. Members will attend various meetings, and will gather relevant information that can be shared through the B.C.A. Newsletter, etc.

7) Volunteer Committee

The Volunteer Committee is comprised of those members or non-members whose time constraints limit their input to volunteer assignments related to the activities defined under other Committees. Such assignments are delegated through staff.

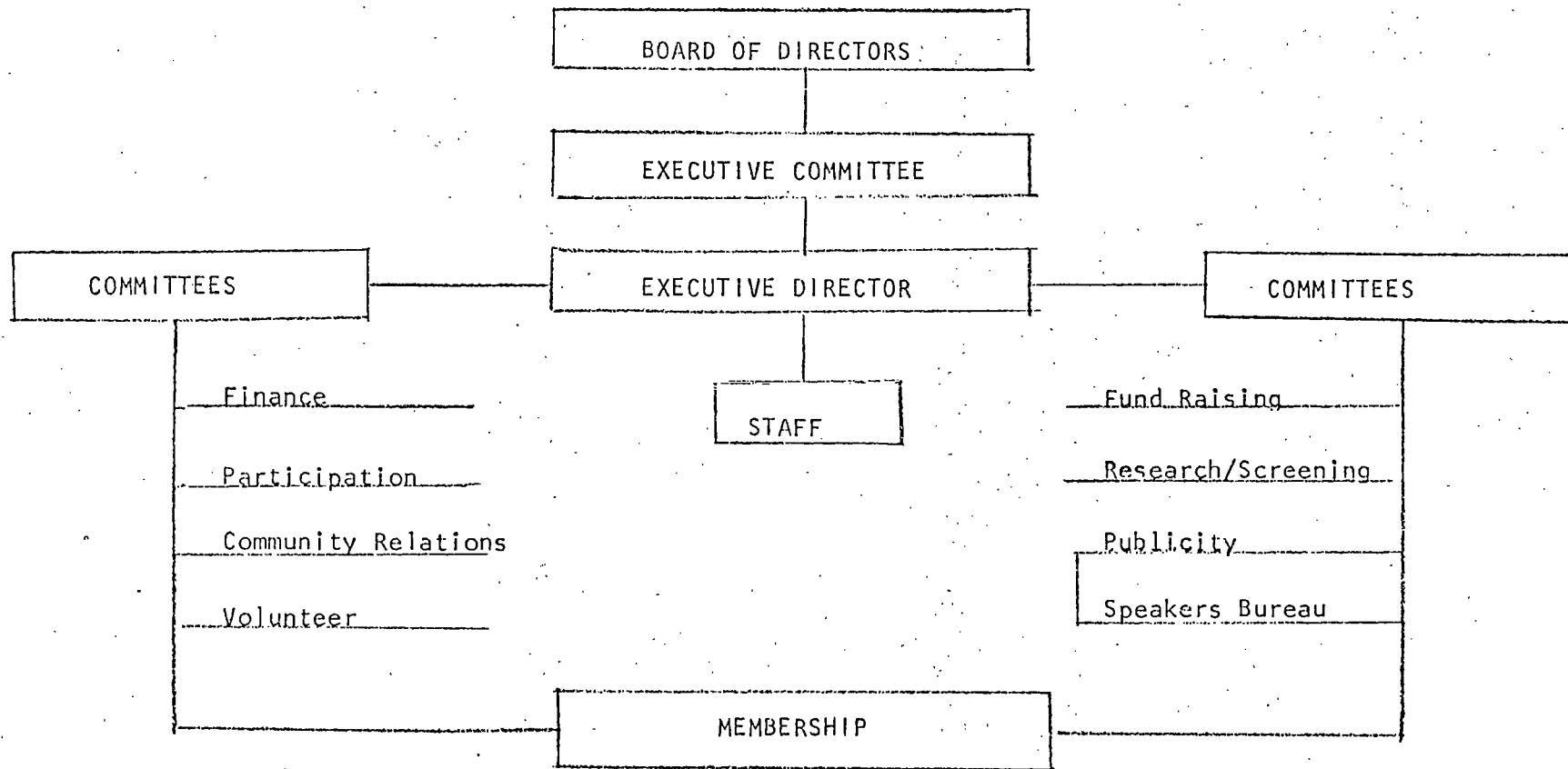
8) Finance Committee

This committee is to be chaired by the Treasurer and will be comprised of members of the Board and Advisory Committee of B.C.A., possessive of expertise in financial matters and who will be directly responsible for identifying and securing funds from large grantors for the purpose of investments, funding and administrative disbursements and to generally oversee the financial matters of the Association.

9) Advisory Committee

This committee will include persons who wish to participate, but because of demands upon their time by other commitments, prefer to serve in an advisory capacity.

BLACK CAUSE'S STRUCTURE





June 6, 1973

*Brotherhood
Crusade*

Assemblyman Julian C. Dixon
State Capitol, Room 5165
Sacramento, California 95814

Dear Julian,

Please find enclosed a copy of an interoffice memorandum written by Mr. William J. Johnston, Superintendent, Los Angeles City Schools. The essence of this memo leaves much to be desired. I don't need to tell you that this is the same problem which was articulated to the Los Angeles Brotherhood Crusade since its inception. I would hate to feel that we are getting the run around again, but my guts tell me that we are.

I would certainly appreciate it, in further communication with Johnston that he realize that computer space on a computer card is really not the problem.

Sincerely yours,

Walter Bremond
Administrative Coordinator

WB:lj

Enclosure #1

cc: Assemblyman Bill Greene
Assemblyman Frank Holoman
Assemblyman Leon Ralph
Senator Meryyn Dymally

INTER-OFFICE CORRESPONDENCE

LOS ANGELES CITY SCHOOLS

TO: Dr. Thomas E. Reece
Mr. William H. Barbour
Mr. John Q. Adams

Date May 21, 1973

FROM: William J. Johnston

MAY 22 1973

SUBJECT: COMPUTER CAPABILITY

I need to know if we have the computer capability to add "one more" payroll deduction. This is a request from the United Brotherhood Crusade. They now have this recognition from the City and County.

Your immediate analysis would be appreciated.

WJJ:rs

bcc: Senator Dymally ✓

To
Walt Bremont
Brotherhood Crusade

18 June 1973

Mr. Edward Tillmon
Bank of Finance
2651 S. Western Avenue
Los Angeles, California

Dear Mr. Tillmon:

This office represents the Los Angeles Brotherhood Crusade, Inc., and I am writing at this time regarding the matter of several checks forged on the account of the Crusade maintained at your bank. Our investigation to date has disclosed ten (10) such checks, numbers A 429, A 449, A 466, A 467, A 468, A 469, A 543, A 545 A 549 and A 550, totaling \$4,607.98.

The forgeries were done, and the checks were uttered, by Louis F. Wright. With respect to the check payable to "Studio Watts Workshop", one of the authorized signatures is forged and the endorsement is forged. With respect to the checks payable to "Louis F. Wright" one or both of the authorized signatures is forged. As to the remaining checks, payable to "Herman Gordon", Mr. Wright forged the endorsements.

I am sure that you are aware of the liability of the Bank of Finance as a result of your payments made on the subject checks. The law in California is well established on this point. "(A) bank pays a forged check at its peril; and in such event, payment in legal contemplation will be considered to have been made from the bank's own funds so that it has no right to charge the depositor's account with the amount disbursed contrary to his genuine order, and it will be liable to him for so doing" (Basch v. Bank of America (1943) 22 Cal.2d 316, 321). I direct your attention also to the more recent California Supreme Court case of Cooper v. Union Bank (1973) 9 Cal.3d 371.

Mr. Edward Tillmon

18 June 1973

Page 2

Based upon the above, this letter will constitute a demand on the part of the Crusade that you remit to the Crusade \$4,607.98.

I look forward to an expeditious and amicable settlement of this matter with the payment of the sum requested. Rest assured, however, that if you or your attorney do not communicate with me on or before June 25, 1973, and the remittance is not made, I will be compelled to commence legal proceedings.

Very truly yours,

Lloyd Edward Took
Of
SANDERS, TISDALE, ENGLISH,
TOOKS & WILLIAMS

/rb

RATIONALE FOR REVENUE SHARING FUNDS

The Los Angeles Brotherhood Crusade has been in operation since 1968. During this five-year period we have attempted to move toward self-sustaining status through fundraising contributions; however our fundraising campaigns have not been sufficiently productive. At present we are unable to sustain independent staff and core services. Moreover, we have not been able to even carry out our allocation process.

Approximately two years ago we undertook a Model Cities contract which provided the agency with substantial funds for the first time in the agency's history. Further, these funds provided operational functioning and also gave needed visibility to the organization and to organizational efforts. Additionally it provided a staff of twenty-three employees which increased the work force nearly 500%.

In conjunction with receiving Model Cities funds, organizational acceptance was based on utilizing funds and staff as a justifiable means to save, strengthen, and attain organizational goals. Additionally, the longevity of Model

Cities funds was short-range, based on the acquisition of private funds that could adequately support a return to independent operation. Thus far, Model Cities funding has been in basic agreement with the policy and philosophy of organizational acceptance of Model Cities funds; however, the significant disagreeing factor has been our failure to procure private funding. This point should be given careful and deliberate consideration as it has had a negative impact on the future development of the organization.

The question of whether or not to accept further government funding generally centers around two propositions:

(1) government funding prohibits organizational independence and (2) government funded programs are burdensome because of inherent operational problems. In response to the first proposition, the organization must realistically analyze its financial solvency as well as its social and political strength. Without financial stability black fundraising organizations must seek funding alternatives in order to maintain survival. Ironically, our current status parallels

our raison d'etre, i.e., our operation problem is the same as our funded agencies--a weak financial base.

In relation to social and political strength, organizational independence depends in large part on the organization's capability to influence social structures, institutions, and decisions and its having a broad-based constituency to support and enact policy and direction. Given these forces, organizational independence for fundraising agencies is solidified. Again, we have not attained sufficient ground in these two areas.

Although independence has a laissez-faire connotation, coupled with the fact that current social survival increasingly demands this direction, denotatively, independence requires a strong inner foundation. Before a child is able to stand on his own two feet, he must acquire inner balance and coordination. Similarly, true organizational independence is built on inner organizational strength in order to produce balanced footing.

The latter proposition relating to operational handicaps does have merit; however staff has acquired the necessary skills and experience where operational problems and "headaches" stemming from government programs have been greatly reduced. For example, our current Model Cities operation has been structurally molded to require a minimum amount of staff time on the Model Cities operation. Consequently staff is free to be about the business of fundraising.

Two remaining factors to be considered in whether or not we should further government funding are (1) the United Way and (2) our leadership responsibility. At present the United Way is preparing to request Revenue Sharing funding. This move can have serious effects on our community as relates to program services. Historically, we are aware of United Way's minimal contribution to community-based organizations as well as the fact that those programs supported by United Way have had a negligible effect on enhancing the lives and conditions of black people. Moreover, should United Way gain a foothold on Revenue Sharing

monies, the social agenda of the black community could be devastatingly crippled. Hence, more than ever, opposition is indicated in order to stopgap United Way's new "rip off" and such a move would be in the interest of the community and in conjunction with our organizational goals and concepts.

Finally, the leadership responsibility of IABC is also very crucial in this decision-making issue. Community leadership is not a new concept to us as it is and always has been an inherent role in our existence. However, our leadership responsibility is especially unique as our organizational goal is based on a financial factor--fundraising--and financial factors in our society gravitate a special kind of influence, interest and concern. Just as our fundraising platform affects the black social agenda, so do government monies. Accordingly, the urban community should be involved in the allocation of government funds in order to establish accountability, direction, and community-based control of social programs. IABC could easily facilitate this process by establishing itself as an

urban centered management facility wherein the black community would have direct involvement in Revenue Sharing programs.

The community based organization now represents the surviving tool for community organization. As such, community organization can best be attained through active involvement in the administration of program services. We therefore see it as being very timely to develop and implement a community management base, as indicated in our Revenue Sharing Proposal, whereby community control can be exercised over Revenue Sharing Programs.

COMMITTEE MEETING

Reporter: Charles E. Crays, Program Administrator

Date: June 20, 1973

MEETING WITH Mr. Ed Lee - Watts Writers Workshop, Barney Hicks - Watts Media Center and Board Member Karl Key-Hekima

PRESENT

Karl Key-Hekima
Walter Bremond
Charles E. Grays
Ed Lee

Fonsa Hassell
Bill Newell
Herman Gordon
Barney Hicks

Mr. Lee suggested that we employ the Video Tape method -

1. From the video tape a 15-20 minute motion picture film can be produced.
2. Editing can be done by L. A. B. C. prior to the finished product.
3. Slides (in color) can be provided from tape.
4. Video tape cost \$45 to \$50 per 200 foot roll.
5. Manpower will be donated free.
6. Mr. Lee will get an estimate of processing cost from studio.

Mr. Hicks suggested that the Media Center produce all slides (in color) as direct operation. This method is cheaper than taking slides from Video tapes. He also committed himself to:

1. Taking the pictures for slide production.
2. Develop a brochure.
3. Produce wording for brochure.
4. Produce layout for posters and bill boards.

It was also suggested that a narrator be utilized to describe the motion picture and slides

Fact sheets and present brochures were given to each of the gentlemen to begin the processing.

Staff will contact each agency to be photographed and develop a schedule for this procedure

Mr. Lee and Mr. Hicks will work out and report back to the Committee the total plan and cost within four working days from the date of this meeting.

LOS ANGELES BROTHERHOOD CRUSADE, INC.

EXECUTIVE MEETING

MINUTES

June 21, 1973

BOARD ATTENDANCE:

Danny Bakewell, Vice Chairman
Essie Robertson, Secretary
Leonard Harris, Treasurer
Roygene Robinson
Karl Key-Hekima
Cliff Jones

Held: L.A. Brotherhood Crusade, Inc.
5874 South Broadway
Los Angeles, California 90003

STAFF ATTENDANCE:

Walter Bremond, Administrative Coordinator
Charles E. Grays, Program Administrator
D. Michele Taylor, Administrative Assistant

The meeting of the Executive Committee of the Los Angeles Brotherhood Crusade was called to order by the Vice Chairman, Danny Bakewell, at 5:00 p.m.

OLD

BUSINESS

Campaign Kick-Off

Recommendation: That Los Angeles Brotherhood Crusade officially kick-off its 1973-74 Campaign September 7, 1973 to December 31, 1973, with the rationale being that because of City Schools sign-off, Jr. College District and Compton City Schools, it would be to our benefit start our campaign at this time to have official input into the schools. MSC

Campaign Chairman

Recommendation: That in lieu of going outside the confines of the Board that the Brotherhood Crusade appoint Mr. Richard Whitfield as 1973-74 Campaign Chairman.

It was MSC that this recommendation be approved and that the Board still be permitted to submit names before the Social Service Permit is filed.

Campaign Committee

Recommendation: That the following named persons be asked to serve with Mr. Whitfield as the L. A. B. C. Coordinating Committee:

Walter Cathy	Bernice Barnum
Guy Dobbs	Lonnie Bunkley
Ron Clark	Shirley Better

This does not preclude any additional Board member from attending any of the committee meetings, and assisting staff with the campaign.

Committee Appointments

Recommendation: That the following named persons be asked to serve as committee chairmen:

1. Personnel Committee, Lonnie Bunkley
2. Nominating Committee, Essie Robertson
3. Budget/Finance Committee, Leonard Harris
4. Allocation Committee, Karl Key-Hekima
5. By Laws Committee, Stan Sanders - Loren Miller, Jr.

Other Board members are asked to volunteer to serve on the above named committees.

Revenue Sharing - Charles Grays

See attachment of minutes re: Rationale for Revenue Sharing Funds

Recommendation: That the Los Angeles Brotherhood Crusade submit proposal to City and County for Revenue Sharing. MSC

Slide Presentation - Karl Key-Hekima

(See Committee Report under Campaign section of notebook)

Recommendation: That the Los Angeles Brotherhood Crusade staff be allowed to process the development of tapes, slides, films for our fall campaign. MSC

It was also stated that a cost breakdown will be presented to the Board for approval and the finalization be brought to the Board on July 5, 1973.

NEW
BUSINESS

Model Cities Report - Charles Grays

Recommendation: That the Los Angeles Brotherhood Crusade become one of the plaintiffs in the suit against Federal government to replace the 8 million dollars they cut from the Model Cities Program. MSC

Administrative Coordinator Report - Walter Bremond

Hughes Aircraft Mr. Dave Barclary has processed Hughes Aircraft in terms of continued participation to the Crusade. Hughes is making a \$5500.00 grant to the Crusade with first payment due in July. It is also possible to have our printing cost handled by Hughes Aircraft.

City Schools - L.A. City Schools has signed off. We are processing Don Baer, UTLA for contribution and using his folks as advocates.

L.A. Jr. Colleges - No problem for payroll deduction.

Teamsters Union - Letter has been sent to Mr. James Peck requesting a grant of \$50,000. Mr. Beaubian has made contact with the above.

Los Auydantes- L.A.B.C. will be a recipient of \$1000.00 from the Los Auydantes Social Club for a day at the races.

D.A.'s Office - Joe Busch has agreed to send letter supporting and endorsing the L.A.B.C. and putting together payroll deduction from AID.

Louis Wright- See attached letter

Evaluation of Model Cities - Special evaluation is being done by the legislative analyst to evaluate programs in Model Cities. This was done at the request of Councilman Mills. Chairman of the Board is requested to be present for this evaluation on July 31, 1973. Other Board members may also attend the evaluation meeting.

Board of Trustees
Executive Committee Meeting
June 21, 1973

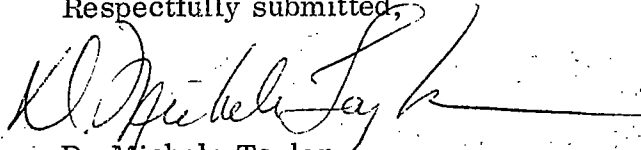
-4-

Board Retreat

Board Retreat will be held on Saturday, August 4, 1973 for the total Board to get together to evaluate their roles and responsibility for the campaign.

Meeting was adjourned at 3:30 p.m.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "D. Michele Taylor", with a long horizontal flourish extending to the right.

D. Michele Taylor,
Administrative Assistant



LOS ANGELES
BROTHERHOOD
CRUSADE, INC.

5874 SOUTH BROADWAY
Los Angeles, California
90003
(213) 232-2331

JAMES A. HERRIN
Executive Director
LONNIE R. BUNKLEY
Chairman of Board

*Brotherhood
Crusade*

June 29, 1973

Mr. Phil Jordon
450 North Grand
Room - 14 219
Los Angeles, California

Dear Mr. Jordon:

As per our conversation on Friday, June 29, 1973, we would appreciate your assistance in setting up the necessary contacts that would enable the Los Angeles Brotherhood Crusade to have payroll deductions from the teachers in areas B, C, D, and F.

We would like for you to contact Superintendent Johnson and explain to him our cause, also we would like to persuade him to endorse the Brotherhood Crusade on his televised speech to the schools at their pre-school meeting. If you feel that we should personally contact Superintendent Johnson, we will be available at any time.

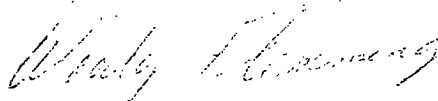
In our discussions we referred to contacting the Superintendents Leon, Schachter, Lingel and Bain. We would like for you to arrange for our representatives to be able to attend their next meeting, in order to get their approval of our payroll deduction plan.

After we get the support of these Superintendents we would like to attend the pre-school meeting of the schools in the selected areas. At this meeting, we hope to be able to arrange for the Brotherhood Crusade to be placed on the schools calendar for our payroll deduction campaign. If it would be possible, we would like to have a similar campaign with the students contributing as with the United Crusade. However, the student contributions are not a priority at this time.

June 29, 1973
Mr. Phil Jordon
Page #2

We would like to thank you again for your cooperation
in helping us be about our Brothers business.

Sincerely,

A handwritten signature in cursive script, appearing to read "Woody Flemming".

Woody Flemming

WF:lj

bcc: Mervin Dymally
Julian Dixon
George Beaubian



LOS ANGELES
BROTHERHOOD
CRUSADE, INC.

5874 SOUTH BROADWAY
Los Angeles, California
90003
(213) 232-2331

JAMES A. HERRIN
Executive Director
LONNIE R. BUNKLEY
Chairman of Board

MEMORANDUM

TO: George Beaubian, Chairman
Danny Bakewell, Vice Chairman
Essie Robertson, Secretary
Archie Barksdale
Cliff Jones
Karl Key-Hekima
Woody Fleming
Dick Whitfield
Gary Fitzpatrick
Ron Clark
Guy Dobbs
Dave Barclay
Larkin Teasley
Alfred Moore
Reverend Robert Smith
Ardelia Johnson
Roygene Robinson

*Brotherhood
Crusade*

FROM: Walter Bremond *WB*

SUBJECT: Board Attendance

DATE: July 23, 1973

I would like to extend my appreciation on behalf of myself and the staff of the Los Angeles Brotherhood Crusade for the excellent attendance at our Board meeting of July 5, 1973.

Continuous attendance like this will only enhance the stability of "what we are about."

Thank you again and we hope all Board meeting will be as fruitful.

WB:ljf

LOS ANGELES BROTHERHOOD CRUSADE, INC.

BOARD OF TRUSTEES

MINUTES

July 5, 1973

BOARD ATTENDANCE:

George Beaubian, Chairman
Danny Bakewell, Vice Chairman
Essie Robertson, Secretary
Archie Barksdale
Cliff Jones
Karl Key-Hekima
Woody Fleming
Dick Whitfield
Gary Fitzpatrick
Ron Clark
Guy Dobbs
Dave Barclay
Larkin Teasley
Alfred Moore
Reverend Robert Smith
Ardelia Johnson
Roygene Robinson

Place Held: L. A. Brotherhood Crusade
5874 So. Broadway
Los Angeles, Calif. 90003
(213) 232-2331

STAFF ATTENDANCE:

Walter Bremond, Administrative Coordinator
Charles E. Grays, Program Administrator
Lynda King, Administrative Assistant

The Board of Trustees meeting was called to order at 5:45 p.m.
by the Chairman, George Beaubian.

Introductions were made and welcomes were extended to the new Board Members in attendance. They are as follows: Gary Fitzpatrick, Ron Clark, Archie Barksdale and Ardelia Johnson.

The minutes of June 7, 1973 were reviewed. It was MSC that these minutes be approved.

OLD
BUSINESS

Board Resolution for Social Service Department

At the Executive Committee Meeting on June 21, 1973 the Executive

OLD

BUSINESS

Committee passed a resolution that we apply for a Social Service permit to run our Campaign beginning September 7, 1973 through December 31, 1973. It is mandatory that a resolution be passed by the Board of Trustees and validated by a Notary Republic to be attached to the Social Service Permit. The Resolution is as follows:

Recommendation: Board of Directors of the Los Angeles Brotherhood Crusade do hereby resolve that its fund raising campaign for the year 1973-74 begin September 7, 1973 and will end December 31, 1973 with a 1973-74 goal of \$500,000 with monies going to the following areas: to improve the social, psychological, educational, health and welfare needs of the minority community. MSC

NEW

BUSINESS

Additional Board Members

- a. Recommendation: That the following members be elected:

- (1) Richard Bailey - Executive Committee Member
Greater Los Angeles Anti-Poverty Board
- (2) Loretta Wilson - Recording Secretary
New Frontier Democratic Club, active member of the Los Angeles County Probation Association, former active volunteer Special Events Committee - Los Angeles Brotherhood Crusade.

The above recommendation were MSC.

- b. Campaign Overview

Richard Whitfield the Campaign Chairman stated that all information is going to be disbursed from the Los Angeles Brotherhood Crusade using this office as a centralized focal point and Charles E. Grays as the contact person.

Payroll deductions are the main concern for the up coming Campaign. All of our energies will be centered around payroll deductions.

Mr. Whitfield mentioned that having one (1) major Special Event sometime in January i. e., dinner, show, awards banquet, etc. would compensate for the many Special Events that we had last year.

NEW
BUSINESS

b. Campaign Overview - Continued

Mr. Beaubian would like each Board Member to commit himself to contacting 20 people each for an annual donation of \$300.

b-1. Individual Reports

Schools - Woody Fleming - See attached sheet.

Churches - Reverend Smith

Reverend Willie Forman and Reverend Smith are planning to get to certain key persons in the various denominations and do some strategy planning in terms of what we might do by the way of holding a meeting that will involve the Episcopal heads of the various denominations for chair persons of the Ministerial Allaince and hopefully they would get out correspondence to their constituency with reference to holding a Los Angeles Brotherhood Crusade Sunday in the month of October.

b-1. Model Cities Agencies - Mr. Grays

LABC Staff has initiated strategy planning for payroll deductions from community based organizations. Staff will visit community agencies to discuss the Los Angeles Brotherhood Crusade concept and goals and to solicit payroll deduction participation.

The initial phase will begin with the Model Cities agencies to be followed by GLACCA agencies and other broad based organizations.

Staff presentation will center around (a) the need for LABC, (b) how LABC concept affects community survival through community organizations, (c) the financial contribution and services of United Way in contrast with LABC, (d) how LABC can facilitate community stability through organizational independence, (e) the Black social agenda and what it means, (f) the impact of program services in LABC funded agencies or the Black community, (g) what giving to the LABC means to you. The time table for this has been set for the week of July 9, 1973 through July 19, 1973.

c. Chairman and Administrators Report

1. Media Luncheon

On July 19, 1973 the LABC will host a Media Luncheon with all of the Black sales representatives and marketing representatives from the Media area.

1. Media Luncheon - continued

The purpose of this luncheon is to get "inroad" contacts into the radio and television area and to try to put pressure on the top and the bottom in assisting with the public service announcements. Also to solicit them for contributions and donations.

Co-host for this luncheon will be Bob Carter, Sales Executive from KFI.

2. Slide Presentation

Charles E. Grays reported that Watts Writers Workshop has begun the process of the video tapes. We are working with them to develop the presentation. Once the video tape is done it can be used for commercials, etc.

The Media Center has given their outlined cost for the brochures, billboards, posters, bus posters, etc. and the various sizes.

Each Board Member that would be interested in being a speaker could be among the speakers that are needed. Scripts have been developed for the various types of presentations.

3. Model Cities

The City of Los Angeles has extended the Model Cities Program for an additional 3 months. Model Cities is asking the Board of Directors to make a motion and submit it to Model Cities as a signatory. MSC

4. Board & Staff Retreat

There will be a Board & Staff Retreat August 4, 1973.

5. Xerox

A request was made to Xerox Corporation for 3 specific items:
(1) \$100,000 a year for three (3) years, (2) management personnel,
(3) Xerox to be advocates for the LABC the same way that they are advocates for the United Way, United Crusade.

Fred Willis from the District Attorneys office is processing payroll deductions for us which is to begin when their payroll deductions start the first of September. The capacity of the District Attorneys office will be expanded to the point where they will have 500 to 600 Black staff folks.

7. L. A. Sheriff's Department

Met with four (4) Black officers of the Sheriff's Department which hold key positions and they welcomed the opportunity to participate and have committed themselves to hussle their piers for payroll deductions for the LABC. Their campaign kicks off in the month of August.

Mr. Bremond asked that if there are any Board members who knows of any County or any A. I. D. Department or A. I. D payroll organizations Campaign kick off dates to please let Mr. Grays or himself know for solicitation purposes.

8. L. A. B. C. - Chapter - Compton, Pacoima, Long Beach, Venice

Letters have been sent to the Mayor of Compton, Black Councilmen in Long Beach and the most prestige administrators of Pacomia and the community social advocate of Venice.

The notion is that we start Brotherhood Crusade Chapters in these communities. The propositon to these Cities are whatever monies that are raised in these communities stay within the communities but are channeled through the Los Angeles Brotherhood Crusade with 7.5% going to us for administration costs.

9. Louis Wright

A legal request has been processed with the Bank of Finance for the return of the \$4,000 that was embezzled. The \$4,000 along with the \$600 legal fee will be returned by the Bank.

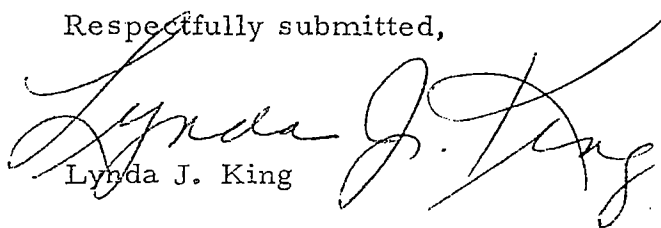
We are presently awaiting to hear from Attorney Stan Sanders as to the status of the above.

OTHER
BUSINESS

V. NONE

VI. The meeting was adjourned at 7:45 p. m.

Respectfully submitted,


Lynda J. King



LOS ANGELES
BROTHERHOOD
CRUSADE, INC.

5874 SOUTH BROADWAY
Los Angeles, California
90003
(213) 232-2331

JAMES A. HERRIN
Executive Director
LONNIE R. BUNKLEY
Chairman of Board

REMINDER!!!

MEMORANDUM

TO: Los Angeles Brotherhood Crusade Board of Directors
Los Angeles Brotherhood Crusade Staff

FROM: George Beaubian, Chairman

SUBJECT: Board/Staff Retreat

DATE: July 20, 1973

Please be advised that there will be a Board/Staff retreat at:

Place: Olympian Hotel
1903 West Olympic Blvd.
Los Angeles, Calif 90006 385-7141

Date: Saturday, August 4, 1973

Time: 9:00 a.m. until 5:00 p.m.

It is imperative that all Board and Staff members be present at this meeting to discuss, in detail, the strategy for the up-coming campaign along with other pertinent Crusade information.

Agenda will follow

GB:gs

TO: Walter Bremond

FROM: SCHOOL COMMITTEE - Reporter - Woody Fleming

DATE: July 5, 1973

On Thursday, June 28, 1973 Josie Jones, Herman Celestine and Cliff Bailey met with Mr. Al Moore, Principal of Hooper Avenue School to discuss the Los Angeles City School system involvement in this years Brotherhood Crusade Campaign.

Mr. Moore gave vital information in regards to the process that will have to be followed in order to gain the maximum participation of the schools. We have all acknowledged the fact that time is our only enemy. There are four areas that will gain our maximum focus. They are areas B, C, D, and F. In all of these areas, the black constituency of the city schools are 45% or better. There are at least 50 city schools in each area. Each area has a superintendent who administers the programs and this persons support is of the utmost importance because of his close grass roots and contacts with his area schools.

Our first step was to contact Mr. Phil Jordan who is the Administrative Coordinator in the office of the Deputy Superintendent. In the conversation with Mr. Moore, it was suggested that Mr. Jordan would be a vital ally. Mr. Jordan has stated that he is quite willing to help and that we should write him a letter explaining what we want him to do. (See attached letter.)

We are, at the present, setting up meetings with each area superintendent. Dr. William J. Johnston, who is the Superintendent of Schools, gives 15 minute talks to all of the teachers in the City School system via closed circuit television and we are requesting a brief pitch for the Brotherhood.

In order to have a successful campaign in the City School system, it is imperative that there be "P. R." techniques employed that can appeal to the school system and the school committee will begin to put those pieces together next week.

The Community Colleges are another target of payroll deduction and Kenny Washington who resides on the Community College Board of Trustees is our most positive asset on the Board. We are relying on him to seek a resolution letting the Brotherhood Crusade start payroll deduction program.

A meeting with the Compton School Superintendent is scheduled for Thursday, July 5, 1973. Last year Dr. Crim, who was the Superintendent okayed the Brotherhood Crusade program but there was no follow-up. Now there is a new Superintendent and the process will have to be done again.

Respectfully Submitted,

SCHOOL COMMITTEE

7141 Wall

The Los Angeles Clearing House Association

210 WEST SEVENTH STREET • LOS ANGELES, CALIFORNIA 90014

JOHN V. VAUGHN, PRESIDENT
VICE CHAIRMAN OF THE BOARD
CROCKER NATIONAL BANK

A. WILLIAM BARKAN, VICE PRESIDENT
EXECUTIVE VICE PRESIDENT
WELLS FARGO BANK, N. A.

WILLIAM S. LONG
SECRETARY-MANAGER

January 28, 1974

Mr. George Beaubian
Chairman, Board of Trustees
Los Angeles Brotherhood Crusade, Inc.
5874 South Broadway
Los Angeles, California 90003

Dear Mr. Beaubian:

Your request for financial support for the Los Angeles Brotherhood Crusade, Inc. was considered by our Committee at its December meeting and again in January.

After full and serious consideration, it was the decision of the Committee that the request be declined. However, it was also decided that the United Way should be asked to make a full report regarding the possibility of a merger with the Los Angeles Brotherhood Crusade.

Sincerely yours,

W. S. Long
Secretary-Manager

MGMSACA SAC
2-036214E070 03/11/74
ICS IPMRNCZ CSP
2132322331 MGM TDRN LOS ANGELES CA 100 03-11 0824P EDT
ZIP 95814



Mailgram



*L.A. Brotherhood
Crusade
(Min.)*

ASSEMBLYMAN JULIAN DIXON
STATE CAPITOL
SACRAMENTO CA 95814

WORDS CANNOT EXPRESS OUR APPRECIATION FOR YOUR PARTICIPATION
IN HELPING THE LOS ANGELES BROTHERHOOD CRUSADE OBTAIN APROVAL
FOR A.I.D. UNDESIGNATED FUNDS. BECAUSE OF PEOPLE LIKE YOURSELF
WE CANT HELP BUT WIN

WE WON A MAJOR BATTLE TODAY 3/11/74.

THANK YOU THANK YOU THANK YOU

DANNY BAOEWELL EXECUTIVE DIRECTOR LOS ANGELES BROTHERHOOD
CRUSADE

2025 EDT

MGMSACA SAC



LOS ANGELES
BROTHERHOOD
CRUSADE, INC.

5874 SOUTH BROADWAY
Los Angeles, California
90003
(213) 232-2331

GEORGE BEAUBIAN
Chairman of the Board
DANNY BAKEWELL
Vice-Chairman

CONFIDENTIAL

*Brotherhood Crusade
(Minorities)*

May 14, 1974

Assemblyman Julian Dixon
State Capitol
Capitol Office 5165
Sacramento, California 95814

Dear Assemblyman Dixon:

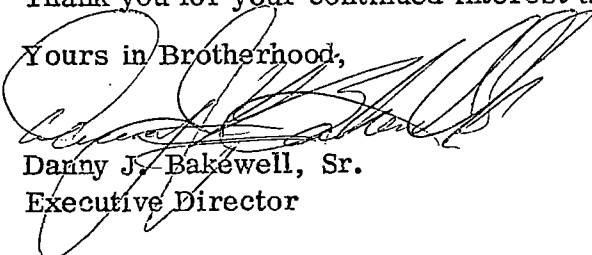
Attached you will find a letter from the Los Angeles Clearing House denying the Los Angeles Brotherhood Crusade receipt of any funds through their allocation process. You will note in this letter in the second paragraph, that the Clearing Houses' decision to deny the Brotherhood Crusade was not done by their evaluating the merits of the Brotherhood Crusade, but rather on their repore, confidence and unjust credit which they give United Way in having the right and responsibility for evaluating the Brotherhood Crusade and deciding if we are worthy for them to consider offering us a merger or an allocation of funds.

We feel this statement is inflammatory and overtly bias to say the least. Although we are in the process of developing an appropriate reaction to what we have accepted as a direct insult to the Los Angeles Black community in particular, and the minority community in general, we are requesting your assistance by sending a letter voicing your dissatisfaction with this decision and the manner in which it was made.

Our response is planned for initiation the week of May 27th therefore, I am requesting that you get a response off to Mr. William Long, Secretary-Manager, Los Angeles Clearing House, 210 West 7th Street, Los Angeles 90014, between now and that date. We feel this would give additional impetus to our request for their re-evaluating their decision regarding the Brotherhood Crusade.

Thank you for your continued interest and support.

Yours in Brotherhood,


Danny J. Bakewell, Sr.
Executive Director

Enc.

BOARD OF TRUSTEES

Richard Bailey
Dave Barclay
Archie Barksdale
Bernice Barnum
Shirley Better
Lonnie Bunkley
Dr. Walter Cathy
Ron Clark
Ronnie Cochran
Assemblyman Julian Dixon.
Guy A. Dobbs
Lois Felder
Gary Fitzpatrick
Woody Fleming
Rev. Willie Foreman
Ray Griffin
Leonard Harris
Dr. Hugh Hemsley
Ardelia Johnson
Clifford Jones
Karl Key-Hekima
Clifford McClain
Loren Miller, Jr.
Al Moore
Kenneth Orduna
Essie Robertson
Roygene Robinson
Stan Sanders
Rev. Robert Smith
Larkin Teasley
Richard Whitfield
Loretta Wilson

May 14, 1974

TO: MAYOR TOM BRADLEY
CONGRESSWOMAN YVONNE BRAITHWAITE BURKE
SENATOR MERVYN DYMALLY
ASSEMBLYMAN LEON RALPH
ASSEMBLYMAN FRANK HOLOMAN
ASSEMBLYMAN JULIAN DIXON
ASSEMBLYMAN BILL GREENE
COUNCILMAN DAVID CUNNINGHAM
COUNCILMAN GILBERT LINDSAY
FROM: DANNY BAKEWELL, EXECUTIVE DIRECTOR
SUBJECT: ASSOCIATED IN-GROUP DONORS (A. I. D.)

On Monday, May 6th a committee of the Board of the Los Angeles Brotherhood Crusade met with an Ad Hoc committee of A.I.D.'s allocation committee. The purpose of this meeting was to have some discussion around the Los Angeles Brotherhood Crusade's request for an allocation of one million dollars from A.I.D.

It seems that A.I.D. is quite concerned about deviating from their traditional formula allocation procedure in awarding the Brotherhood Crusade any significant sum of money. They felt that this would:

1. cause them considerable political problems due to the fact that the areas from which they would have to pull the money are areas in which they have unwritten commitments which they presently honor.
2. it would be setting a precedence that they would not want to live up to.

They did indicate that they did understand the needs of the Black community and that presently, A.I.D. was not addressing those with any resemblance of equity and that they did want to address themselves to the problem but were not sure that giving the Brotherhood Crusade a substantial sum of money off the top was a way for them to do that.

LOS ANGELES
BROTHERHOOD
CRUSADE, INC.
5874 SOUTH BROADWAY
Los Angeles, California 90003
(213) 232-2331
GEORGE BEAUBIAN
Chairman of the Board
DANNY BAKEWELL
Vice-Chairman

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May 14, 1974

Page Two

Our committee pointed out to them that if they and we were truly concerned and did in fact admit that there was a imbalance of distribution of the charitable dollar and that there was a need for altering that problem, then they should clearly have no objection to our proposal as long as it effectively and competantly address the problem.

The meeting itself lasted about 3 1/2 hours all of which was spent with both the above positions being adhered to very profoundly by each side.

The A.I.D. committee's finale was to try and convince us that we should accept the formula allocation with the good faith that we could also receive a substantial portion of the descretionary funds which the allocation committee presided over which amounted to 20% of the overall budget.

The meeting ended with an understanding that the Brotherhood Crusade was certainly not amenable to becoming a cause under A.I.D. for the nominal allocation of approximately thirty thousand dollars (according to the formula) expecting more money on good faith, therefore, there was a consensus that there should be another meeting following our reporting to our Board's the results of that meeting.

I anticipate the next meeting will be some time around the first (1st) of June.

It would help a great deal if you could call anyone of a significant statue in the A.I.D. organization or Board to express your concern that the Brotherhood Crusade received a substantial allocation.

Thank you and we will keep you informed of our negotiations as they progress.

AFRO-AMERICAN
CULTURAL
EDUCATION
CENTER



Charles

24 December 1974

Mr. Herman R. Goldberg
Associate Commissioner
Dept. of Health, Education and Welfare
Office of Education
Washington, D. C. 20202

Dear Mr. Goldberg:

Please find enclosed symbols of a steadily growing furor over the blatant neglect of a program ostensibly funded by the Office of Education to assist Black school children in Los Angeles, California.

When the staff of this center submitted its proposal to the Region Nine Office of Education as a cooperative effort with four other agencies, it had no idea of the horrors to follow.

The first horror was that notwithstanding 45 CFR 100a 19 and 45 CFR 100a 30 the regional office decided that only one agency submitted the total proposal. This conclusion was reached even though each activity to be completed was clearly delineated as to one of the four agencies and this fact was so understood by the readers of the proposal. The groups even went to the trouble of setting out individual budgets, staffing patterns and individual corporate articles of incorporation.

Once the project was reviewed and received a total score of 44 out of 45 points, the regional office determined that the Greater Los Angeles Urban Coalition should receive the total \$664,000 although it only requested \$89,000 in the proposal. Undaunted by the legal principle that you cannot take the work of other people without compensation, it excluded one of the four agencies, the Dubnoff Center, from any participation whatsoever. This was done without any review comments from the panel or any official notification of why this agency was to be excluded. It also empowered the Urban Coalition to "administer" the grant as it saw fit. The other two groups was then at the mercy of the Urban Coalition as to their budgets.

Prior to funding, the regional office insured the propriety of its initial decision by continuing to fund the Coalition even after it learned that the Urban Coalition had corporately merged with United Way, Inc., a corporation which formerly employed the present regional commissioner of HEW. This was done rather than consider the two community-based agencies providing the programmatic service for direct funding. The Urban Coalition was funded even though it has no staff, phone, address or independent Board of Directors.

To protect the interests of this center, we were forced to file a law suit. Dr. Edward Aguirre, although contacted about these matters, has fiddled while Rome burns.

The premise from which the government has been operating is that it would prefer funding a fiscally defunct organization than two fiscally viable and operating community based educational agencies.

The Office of Education has now issued its final absurdity-- if the Urban Coalition cannot show competence to manage the project by January 8, 1974, O.E. will revoke the grant.

By doing this, U.S.O.E., can withdraw the grant from an inadequate grantee without considering the two community-based organizations who in fact wrote and operate the programmatic aspects of the existing project. A project that received, even from Region U.S.O.E., outstanding rating.

We find the U.S.O.E. participation in this effort to be at best incompetent and at worse racist. Frank Alderette, John Thorslev and Dr. Edward Aguirre have taken every opportunity to condone or directly engineer efforts to keep community people from having any input into the direction of a program designed for their direct benefit.

As early as January 1972, members of this staff met with members of your staff to discuss ESAA and Ethnic Heritage. We are committed to the concepts of each program.

Please find enclosed a chronology of this horror story and the way the good people in Los Angeles have seen fit to support our position.

Unless your response to our plea for help is more sensitive than the regional office, then we've wasted our time once again.

Sincerely,

ALL THE STAFF OF
THE AFRO-AMERICAN CULTURAL EDUCATION CENTER

cc: Senators: Edward Brooke
Alan Cranston
John V. Tunney

Congressmen: Charles Wilson
Augustus Hawkins
Ronald Dellums
Charles Rangel
Andrew Young
John Conyers
Ralph Metcalf
James M. Collins
William Clay
Robert Nix
Louis Stokes

Congresswomen: Shirley Chisholm
Barbara Jordan
Yvonne Burke

State Senator: Nate Holden
Lt. Governor: Mervyn Dymally

Assemblymen: Bill Green
Leon Ralph
Julian Dixon
Curtis Tucker
Leroy Green

Commissioner: Terrell Bell
Superintendent: Robert Wheeler
Coordinator: Paul Miller
Executive Director: Jerry Fuller
Secretary: Casper Wienberger

Greater Los Angeles Urban Coalition

~~7015 S. Vermont Avenue~~
~~Los Angeles, California 90044~~
~~Phone 213-733-3331~~

1201 East First Street
Los Angeles, CA 90033
(213) 264-4494

September 27, 1974

Mr. John P. L. Thorslev
Contracting Officer
Department of Health, Education and Welfare
Regional Office
50 Fulton Street
San Francisco, California 94102

Dear Mr. Thorslev:

The Greater Los Angeles Urban Coalition is now a division
of United Way, Inc.

The corporate shell of the Urban Coalition remains in
existence solely for the purpose of administering ESAA Grant
Number OEG-9-74-0016.

I believe that it would be in everybody's best interest
to assign the grant to United Way, Inc., and this is perhaps
an appropriate time to reopen that subject.

The strategy for administering the program is the same
as agreed to at the outset. As you know, it became necessary
to substitute Les Birdsall as Project Administrator due to
Taylor Pippen's tragic illness. It appears that two members
of the staff are reluctant to accept the role of the Coalition
in this project and my appointment of Les Birdsall as Project
Director. I, of course, have available to me a summary
solution to that problem, and if my hopes for a more amicable
settlement of the dispute are not realized, I will use it.

Enclosed is my letter informing you of my appointment of
Les Birdsall as Project Administrator.

United Way, Inc. is billing the Urban Coalition for the
salary only of the Project Administrator and a Secretary.
United Way, Inc. is absorbing the cost of fringe benefits
for those individuals. In a true humanitarian spirit, United
Way, Inc. is actually paying the salaries of two Project
Administrators but billing us for only one.

OFFICERS

CHAIRMEN
BERT S. DICKERMAN
President and Chairman
of, Inc.
MIGUEL MONTES
President, Mental Educational Assoc.
former member,
Board of Education
E. L. ROBINSON
President, Robinson's Research

SECRETARY
ALD A. KOEPEL
President/President
Chip Stamps

SECRETARY
OLYNE
Special Manager
Telephone Company

SECRETARY
et M. Weider
EXECUTIVE DIRECTOR
G. Delessio

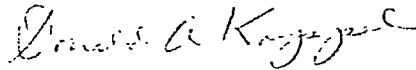
CHAIRMEN
LEE DUBRIDGE

MIN STONE
70 (President, 1970-72)
HER CHARLES S. CASASSA
72

Mr. John P. L. Thorslev
Contracting Officer
Department of Health, Education and Welfare

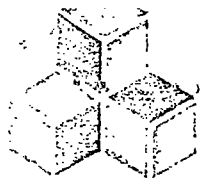
I will be delighted to meet with you and I would like to invite our Corporate Counsel, Mr. Don Davis and Francis X. McNamara, General Manager of United Way, Inc. to join us.

Most sincerely,



Donald A. Koeppl
President

DAK/jmw



Greater Los Angeles Urban Coalition

SEP 30 REC'D

2015 S. Vermont Avenue
Los Angeles, California 90004
Tel. 312-752-2231

1201 East First Street
Los Angeles, CA 90033
(213) 264-4494

OFFICERS

CO-CHAIRMEN

ROBERT S. DICKERMAN
Retired President and Chairman
Microdot, Inc.

DR. MIGUEL MONTES
President, Mental Educational Assoc.
and former member,
State Board of Education

JESSE L. ROBINSON
President, Robinson's Research

PRESIDENT

DONALD A. KOEPPPEL
Chairman/President
Blue Chip Stamps

TREASURER

J. R. CLYNE
Financial Manager
Pacific Telephone Company

SECRETARY

Harriet M. Weider

EXECUTIVE DIRECTOR

John G. Delessio

PAST CHAIRMEN

DR. LEE DUBRIDGE
1968

MARTIN STONE
1966-70 (President, 1970-72)

FATHER CHARLES S. CASASSA
1970-72

September 26, 1974

Mr. Al Fain
Office of Education
50 Fulton Street
San Francisco, California 94102

Dear Mr. Fain:

This is to provide you, consistent with Section 100a.360 Administrative and Fiscal Requirements of Subchapter A-General Provisions for Office of Education Programs, Chapter 1, Title 45, with notice of my appointment of Les Birdsall as Project Administrator for the Greater Los Angeles Urban Coalition Grant No. OEG-9-74-0016.

This appointment is consistent with our past agreement with the Office of Education, wherein, Taylor Pippen was designated to assume those duties under circumstances in which Mr. Pippen's health might prevent him from carrying out those responsibilities.

Sincerely yours,

Donald A. Koeppe
President

DAK/jmw

September 26, 1974

Donald A. Koepf
 President
 Greater Los Angeles Urban Coalition
 1201 East First Street
 Los Angeles, California 90033

Dear Mr. Koepf:

My staff has recently received communications from Kent V. Smith, Controller of the Community Project for Inservice Cultural Education regarding your ESAA Grant Number OEG-9-74-0016. (Attached are xeroxed copies of these communications.)

While we do not know whether these communications represent official correspondence from your institution as grantee, they nevertheless have raised concerns that you may be experiencing difficulties in administering this project. Therefore, we request a meeting with you to review the present status of this grant.

In preparation for this meeting we request the following information:

1. The present legal status of the merger.
2. The current strategy for coordinating the program.
3. Official delegation of program management, responsibility, signed by the official authorized to commit the organization.
4. Clarification of the conditions under which United Way is billing the Urban Coalition.

I will call next week to finalize the proposed meeting.

Sincerely,

John P.L. Thorslev
 Contracting Officer

2 Enclosures

OE/OM: JTHORSLEV:mc 9/26/74

OFFICE	SURNAME	DATE	OFFICE	SURNAME	DATE	OFFICE	SURNAME	DATE
EDD	For	9/25/74						
MA	John P.L. Thorslev	9/26/74						

FILE
 COPY

January 21, 1974

TO: Don Koepfel, President

FROM: Les Birdsall

RE: Current Discussions and Proposals Regarding Amalgamation
of the Urban Coalition into United Way

PREFACE: PURPOSE AND OUTLINE

The purpose of this paper is to provide members of our Board of Directors and staff with a brief but comprehensive analysis of the various considerations surrounding current United Way/Urban Coalition discussions on merger of the Coalition with United Way.

Presented below is an analysis divided into 6 sections:

- A. Summary
- B. Background - including local and national United Way/Urban Coalition relations.
- C. Rationale surrounding merger initiatives.
- D. Outline of the current merger proposal.
- E. Alternatives to merger.
- F. Minimum requirements for merger.

A. Summary

The United Way proposal would eliminate the Greater Los Angeles Urban Coalition as an independent, functioning organization. Its charter and mandate would be abandoned at a time when the problems around which it was initially founded - poverty, inadequate housing, a failing educational system, racial isolation, etc., are most acute and in need of concerted priority attention.

The United Way proposal outlines the disbandment of this coalition between business, minority, government, labor, educational, religious and civic leaders, committed to addressing those issues at a time when Coalition activities (however low-keyed) in multi-cultural and early childhood education, revenue sharing, housing, community planning and neighborhood development are recognized as technically competent and exemplary by experts and organizations operating in those fields. It would have this mission dismantled at a time when our primary emphasis in Los Angeles should be to strengthen and promote the involvement of the business community in these activities.

Urban Coalition/United Way Merger

In place of the Coalition it would offer a new United Way Division, subservient to United Way's Corporate Board, and without a staff complement. Clearly this proposal, which is entitled a merger, represents elimination. United Way has agreed to employ the Coalition staff although most professional members have indicated that they would not, in most probability, agree to work for United Way under this proposed arrangement.

B. Background: Funding and United Way Relationships

United Way commenced funding the Urban Coalition shortly after its creation in Los Angeles (most cities' Coalitions are funded directly by business). Apparently Los Angeles business leaders wished to avoid initiating a competitive funding effort. In five years of United Way funding the Coalition's financial base has remained uncertain and inadequate. Its funding periods often ran only 4 or 6 months, despite United Way's 12 month budgetary year. It was consistently threatened with defunding and its actual budget over this period of time has remained static (actually it decreased) despite the costs of inflation and other rising operational expenses.

As early as 1969 United Way began to express doubts about the Coalition's role and purpose and about its participation in funding the Coalition. These doubts apparently continue and result, at least in part, from a mistaken concept of the Coalition's mandate. In 1971 during a meeting between United Way staff members (under the auspices of Dave Saunders) and me, it was discovered that a number of them had received misinformation concerning the structure, purpose and operation of the Coalition. It was also evident that our organizations would benefit from continued and expanded consultation. Yet United Way, despite our urging, declined to accommodate inter-staff contact. In 1973, when advised by Interfaith Housing Corporation to contact the Urban Coalition for assistance in gathering data on the housing plight of seniors and despite my efforts to keep them informed of our housing activities, United Way failed to take advantage of our expertise and willingness to cooperate (although they did seek out other sources of information in Los Angeles).

This pattern of relationships and funding problems is not dissimilar to that experienced between other Coalitions and United Way, particularly in the few cities where United Way is involved in Coalition funding. Their experience also suggests that United Way views the Coalition as a planning body (and thus a potential

Urban Coalition/United Way Merger

competitor in that endeavor), rather than as a catalyst, advocate and bridgebuilder between minority and poverty interests and traditional community interests.

The case of the Miami Urban Coalition is instructive in this regard. In Miami the Urban Coalition was created by the initiative of United Way and one of its prominent leaders. The purpose was threefold: 1. To replace a weak Welfare Planning Council; 2. To establish an action oriented program; and 3. To prevent the independent development of an Urban Coalition apart and separate from United Way.

Although the Miami Coalition, which never obtained sufficient staff or organizational stature, has been absorbed as a planning arm of United Way, its merger was opposed by minority Coalition Board members who still maintain the Urban Coalition, without funds, as a paper organization. The second Coalition currently involved in amalgamation negotiations is Rhode Island.

In 28 other cities independently funded Urban Coalitions continue to play a critical role in challenging the urban crisis of poverty, decay and discrimination. New Orleans and Oakland have just established Coalitions. The Detroit, New York and Philadelphia Coalitions represent major civic commitment and support on the part of the business community. Their mission and viability grow. Ten other cities, in the last six months, have requested assistance from the National Urban Coalition in establishing Coalitions in their communities. Ironically, in 1972, while Urban Coalition/United Way relationships were being assessed, a National United Way Board member visited the Greater Los Angeles Urban Coalition to explore and discuss the possibility of establishing an Urban Coalition in his home city of Saint Louis.

C. Rationale Surrounding Merger Initiatives.

The merger rationale on the part of United Way is only vaguely asserted. The following United Way arguments have been put forth:

1. Urban Coalition and United Way activities overlap and are duplicative, thus wasting valuable charitable dollars.

This argument, of course, is derived from the false assumption that the Coalition role is one of planning. It perhaps reflects an inability to comprehend the role

Urban Coalition/United Way Merger

of catalyst and advocate. In Los Angeles it was carefully examined by the Welfare Planning Committee, chaired by Mr. John McCone. This committee concluded that the Urban Coalition had an independent role and purpose within Los Angeles that deserved to be supported and continued. The Special Committee on Urban Coalition /United Way Relationships also concluded that the Urban Coalition played a vital and critical role in Los Angeles. The second United Way rationale for merger becomes a subtle variation of the first.

2. United Way, following its reorganization, is now ready to assume the Urban Coalition role of catalyst, advocate and business-minority community forum.

One test of this new ability was to be made through the Urban Coalition/United Way Joint Evaluation Committee. The Urban Coalition recommended a number of potential joint projects, several of which were selected by United Way for their participation. The results were highly mixed, casting real doubt on United Way's "readiness". The Joint Evaluation Committee, established with such care and effort, has apparently been abandoned by United Way.

Of course the development of this new role by United Way is not dependent upon merger with the Urban Coalition. Indeed, United Way has sought to promote such activities on its part in mental health, youth services and aging. It has not, however, moved toward developing similar capacities in education, housing, employment, neighborhood development, law enforcement, etc., which are at the crux of poverty, discrimination issues.

United Way, as a solicitor of community service contributions, possesses an inherent limitation on its ability to function as advocate, catalyst or mediator on poverty and racial issues. The ultimate resolution of any "crisis" problem involves an alteration of existing practices and policies. Change, regardless of how potentially beneficial, automatically triggers opposition. One potent way to display that opposition would be to withhold financial support from United Way's fund raising efforts. This option would be available to both individuals and organizations. (It was just this sort of situation to which Mr. McCone referred in opposing the proposed merger).

Urban Coalition/United Way Merger

It is argued that the same problem currently exists, or would confront the Coalition, if it raised its own funds. Donors to the Coalition understand its purposes and special status. It is, in fact, perceived as an organization with a primary mandate to pursue such activities. Its persuasiveness and support rests on an understanding of that purpose, however imperfect.

The final United Way rationale, which is only hinted at, is far more revealing but certainly compatible with the misconceptions that since 1968 accounted for the first rationale listed above.

3. Attitudes among leaders toward poverty and discrimination problems have substantially altered. The conditions which produced the crisis of 1967 and 1968 (1965 and 1970 in Los Angeles) and the Urban Coalition have changed. Thus the Coalition is no longer necessary and its place can be taken by a traditional major community institution like United Way.

Of course, if United Way could not understand the role of the Urban Coalition in 1969 it is certainly not likely to appreciate its value in 1974.

Conditions have changed. Racism is more subtle and we have mastered the words of reform and adopted the concepts of equality. In most other ways, however, we have retreated deeper and developed a new intransigence.

In recent years the challenges to Los Angeles in seeking the solution of poverty and discrimination problems have intensified. State reports indicate that the educational performance among low income children has declined over the past 5 years. The County Planning Commission has warned that Los Angeles is on the verge of developing the nation's largest slum area if housing problems to meet this crisis are not forthcoming. Unemployment/underemployment in some of our neighborhoods is as high as 38% (65% for teenagers).

Leaders are still unwilling to come to grips with these realities. Local priorities hardly reflect a serious effort to deal with the above conditions. This makes the Coalition's task more difficult but hardly less necessary.

Urban Coalition/United Way Merger

There has been but one rationale advanced by leaders of the Greater Los Angeles Urban Coalition in entertaining merger discussions with United Way. It grows out of the funding problems which have marked all past and present Urban Coalition/United Way relationships. It is:

4. The proposition that the basic character and mission of the Urban Coalition must remain unchanged and that any alteration of its status should be designed to strengthen the Coalition by making available to it human and fiscal resources presently lacking in sufficient quantity to satisfy the needs of our community.

The present proposal fails to meet this requirement. The basic character of the Urban Coalition as an independently incorporated organization is eliminated. Its mission is made subservient to United Way's Corporate Board and the priorities of other divisions which control staff and financial resources. It loses its staff capacity and with it a specialized approach to urban problems that reflects its unique nature and purpose.

D. Outline of the Current Merger Proposal.

The "Outline of Proposal for Merger, United Way Inc. and the Greater Los Angeles Urban Coalition" would create within the organizational structure of United Way, Inc. an "Urban Coalition Division". The present non-profit corporation, the Greater Los Angeles Urban Coalition, would be dissolved and consequently its Board of Directors would cease to exist.

The "Urban Coalition Division" of United Way would, in reality, be a "Management Committee" responsible and subservient to the Corporate Board of United Way, Inc. This "Management Committee" would include an undisclosed number of minority members, 12 representatives of United Way, and 7 members-at-large, totaling 19+ members. Its Chairman would be appointed by the President of United Way, with the concurrence of United Way's corporate Board. Urban Coalition staff would become a part of United Way's Corporate or Regional Planning staffs. United Way would assign a "Staff Coordinator" to the Management Committee.

"Urban Coalition Division" programs and projects selected for action by the "Management Committee" would require approval by the United Way Corporate Board. Programs adopted by the Corporate Board would be the responsibility of the "Staff

Urban Coalition/United Way Merger

Coordinator" and be subject to the budget and planning procedures of United Way. The Staff Coordinator would ultimately assign staff and/or volunteer personnel to the program. The "Management Committee", in turn, would be responsible for monitoring and evaluating program results and making reports to the Corporate Board. Other than the Coordinator the Urban Coalition Division would have no staff. It would be dependent upon other divisions of United Way to provide it with any staff or necessary funds. To obtain these resources it would have to make individual program requests to these other divisions and abide by the approval or disapproval of their respective committees.

It would be completely lacking in a staff oriented toward poverty and discrimination problems or the issues of education, housing, employment, etc. Assigned special program staff would come from the regional or corporate planning divisions.

E. Alternatives to Merger.

There are a number of alternatives to merger that the Coalition should carefully consider. They include:

1. Seeking Agency status within United Way.
2. Negotiating a special contract for future financial support in return for providing United Way with specialized services. While both organizations might be described as Generalists, as a consequence of their broad areas of concern, the Coalition stands out as having a more issue oriented focus. Coalition staff and members along with associated experts from cooperating organizations should be continuously available to United Way as staff consultants in the areas of education, housing, revenue sharing, community planning and neighborhood development, as well as other areas in which the Coalition in the future, might develop expertise.

The Urban Coalition, in the past, has failed to develop an information sharing system and as a result much valuable information developed within the Coalition is not fully shared with outside groups. United Way/Urban Coalition could develop a joint program of information preparation on poverty and discrimination issues and its subsequent dissemination to the larger community.

Through this type of relationship each organization is

Urban Coalition/United Way Merger

able to maintain its maximum independent effectiveness while also gaining the advantages of sharing expertise, cooperative programs and joint ventures.

3. Seek independent funding from business, foundations, etc., matched by program support funds for activities developed within the Coalition (perhaps through an arrangement that decreases its United Way funding each year until self-sufficiency is reached).
4. If no alternatives appear possible and "merger" fails to maintain the basic character and mission of the Coalition then serious consideration should be given to:
a. disbanding the Los Angeles Urban Coalition;
b. permitting it to exist as a paper organization without staff; or
c. reducing staff to a level that can be supported with committed donations from business, labor, foundations and government contracts. The Coalition could immediately support at least a minimal operation in this fashion.

F. Minimum Requirements for Merger.

If merger is agreed to in principal, then Coalition Directors should seek with United Way an arrangement that provides:

1. Urban Coalition Division with permanent assigned staff specializing in issue areas and responsible directly to the Division for Coalition programs.

This staff should be supplemented by the assistance of staff from other divisions.
2. A Division Manager that would rank in position with the top 12 United Way executives (Regional and Division Managers).
3. The ability to adopt public positions as the Urban Coalition. This might be accomplished by maintaining in dual status the present Greater Los Angeles Urban Coalition corporation.
4. The sole ability to nominate leaders for membership on an Urban Coalition Division Board (similar to Regional Boards but with a County-wide mandate rather than the proposed "Management Committee").

Urban Coalition/United Way Merger

5. The right to elect its own officers in a democratic manner and to establish all committees necessary to its functioning.

I would anticipate that these requirements represent the minimum bases upon which a merger could be accomplished while also maintaining the basic character and mission of the Urban Coalition. Should United Way agree to these principles then detailed negotiations could be pursued to determine the specifics of this merger, including "making available to it human and fiscal resources presently lacking in sufficient quantity to satisfy the needs of our community".

December 31, 1974

We the undersigned have continually and faithfully demonstrated our commitment to the Community Project for Cultural In-Service Education. This has been demonstrated by the fact that we have met all classes fulfilling our contractual obligations up and through December 31, 1974.

These efforts have been met and our labors have been rewarded most negatively. Mr. Les Birdsall has withheld payment for the pay period December 16 through 31 to all contracted staff members in the Afro-American Component of this Project.

The accompanying memo should clearly indicate that the withheld money was accomplished for the purpose of coercing staff members to violate contractual rights held by the Afro-American Cultural Education Center.

Clearly such action potentially creates poor morale in what to date has been a most effective delivery system. This is particularly critical since the withheld funds are, in fact, funds for services already disbursed.

We call this to your attention and invite immediate steps to remedy this most inequitable and racist process.

INSTRUCTIONAL STAFF OF THE AFRO-AMERICAN CULTURAL EDUCATION CENTER, INC.

Raymond D. Terrell
Augusto B. Smith
Wilfred C. Celestine
Reginald E. Emerson

Johnny T. Tate
Patrick Dixon

Afro-American
Cultural
Education
Center

October 18, 1974

TO WHOM IT MAY CONCERN



1201 E. First Street
Los Angeles
California 90033
(213) 264-4494

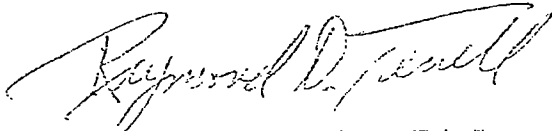
Executive Director
James W. Kendricka, J.D.

We, the staff of the Afro-American Cultural Education Center, are concerned about a number of processes which seem to be designed to subvert our efforts. We have dedicated ourselves to the development and delivery of a program of in-service education for the Los Angeles City School District. The intent of this project was to increase awarenesses and change attitudes so that a more effective education could be provided for Black students.

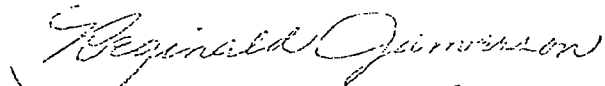
We were pleased with the impact that we had and were therefore elated at the results reflected in our evaluation of the first year's effort. We have up-dated our curriculum in our continued efforts to improve the quality of our delivery system. We feel that our program is unique in that a staff of Blacks possessing a high level of expertise from a variety of disciplines have had the opportunity to develop and deliver a program relevant to Black students. We all applauded the concept and those individuals who had the courage to break with the traditional racist format of funding whites who hire Blacks to front for their (White) controlled agendas. Critical to our thrust and development as a viable center has been the development of an effective

10/18/74

team. We are all clear that a necessary ingredient in the level of success both program development and team building has been inspired and orchestrated by the excellent leadership provided by Messrs. James Kendricks, Wallace Walker and Kent Smith. Attempts at internal divisions of this staff and tactics aimed at establishing a neo-enslaved state are totally repugnant to us as staff members and are rejected out-of-hand. If a group of professional Blacks cannot be trusted to make critical decisions in staffing and conducting a program intended to create respect for the history, culture and language of Black Americans, then all of our efforts are for naught. Traditionally, those Black individuals who are in leadership positions of funded programs who do not conform to and maintain the status-quo are ousted. Provided this occurs, this act will be met with a united, enmass, exodus of all the undersigned.



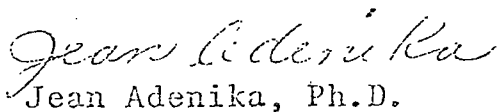
Raymond Terrell, Ed.D.



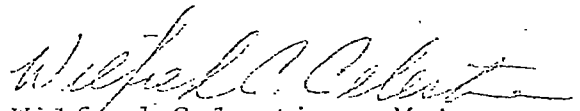
Reginald Jamerson, Ed.D.



Patrick Dixon, Ph.D.

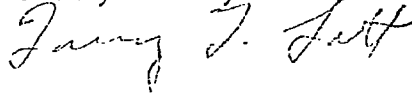


Jean Adenika, Ph.D.

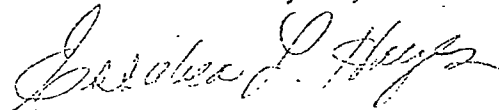


Wilfred Celestine, M.A.

Tommy Lott, M.A.



Essiebea Hayes, M.A.



INTRODUCTION

May I begin by expressing my thanks for the opportunity to take a few minutes of your time to express those things I believe to be relevant to the continued successful operation of the Community Project for Cultural Inservice Education. It gives me no great pleasure to say some of the things that are to follow. But they must be said in order to reinstate the former high level of operating efficiency we achieved last year.

II

When the Afro-American Cultural Education Center began discussing the development of the 1974-75 proposal for our second year of funding with Taylor Pippen, it was in terms of jointly proposing with the Greater Los Angeles Urban Coalition. As the discussions proceeded it was indicated by Mr. Pippen that other agencies would be also collaborating on the final proposal. This arrangement was acceptable to us because the Regional Office of Education had stated proposals representing the efforts of several agencies would be given preference over single agency applications.

We further preferred this arrangement because Emergency School Aid Act Guidelines Section 45 CFR 100(a)19 and 45 CFR 100 (a)30 provided for either subcontracts or subgrants to agencies submitting under a cooperative arrangement.

After long discussions with Mr. Pippen it was agreed that the Greater Los Angeles Urban Coalition would act as the prime agent for the other agencies with the Coalition promising to subcontract with the Afro-American Cultural Education Center once the grant was awarded.

The Coalition was to provide all administrative services to the grant with each of the other agencies (three in total) providing programatic services. Each agency, independent of each other, prepared a proposal, with budgets and staff requirements, for the services it sought to tender to Los Angeles Unified School District. Once each agency had accomplished this, the proposal was bound together and forwarded to San Francisco. We worked very closely with Mr. Pippen to develop a statement of administrative policies which we believed gave each party to the proposal independent autonomy to conduct what each party had proposed to do.

Once the proposal was submitted to the Office of Education, it chose to determine that the Urban Coalition had submitted the proposal and proceeded to only negotiate with Mr. Pippen and ultimately determined that the grant was to be made to the Urban Coalition.

We protested this action by the Office of Education and our protestations finally caused us to file suit for a writ of mandamus and declaratory relief to determine whether the Office of Education exceeded its authority by funding this grant as it did.

III

Beginning in July of this year, we began meeting with Mr. Peppin to determine the internal operations of this year's project. He was very sympathetic to our complaints to the Office of Education about the total grant being made to the Urban Coalition. He had not advocated such a procedure.

Although the Office of Education had recommended that the Urban Coalition not subcontract with the other agencies as proposed, its representatives were careful not to officially prohibit such an action. We indicated to Mr. Pippen that we wanted subcontracts developed for the Office of Education's approval or disapproval. He agreed. In the meantime, however, he requested of us agreement to internal operating procedures which he believed met the requirements the Office of Education had placed on the Urban Coalition as the recipient of the grant.

He proposed budgets which reflected the amount of money the Afro-American Cultural Education Center, the Hispanic Urban Center, the Urban Coalition and the project-wide evaluation component were to spend out of the total budget. Each director of each component was to expend that designated amount of the total budget. I particularly questioned Mr. Pippen's division of the funds because the Afro-American Cultural Education Center sustained a greater reduction in funds than did the Hispanic Urban Center or the Urban Coalition. Furthermore, he had made the evaluation component a project-wide effort whereas the Afro-American Cultural Education Center had proposed this activity in the original proposal. Unfortunately, he became too ill to resolve this problem.

After the budgets were prepared Mr. Pippen felt that he should be added as a signator on project checks in that he would now, as project administrator, be responsible for expending roughly \$170,000 in project funds under the budgetary control of the Urban Coalition. This was agreed to. It was never implemented because of Mr. Pippen's illness. Last year, Mr. Pippen did not sign checks. Pursuant to a November 15, 1973 memo from Mr. Pippen to Project Comptroller, Kent Smith was the Coalition's representative on all checks. Mr. Pippen designated himself, in this memo, as being responsible for programmatic matters and Mr. Smith the Coalition's agent in fiscal matters.

An executive group meeting soon followed where Mr. Pippen argued for the implementation of a purchase order system for all project expenditures. He said that the Office of Education insisted on a control placed in the project where all requests for payments passed through.

After a long meeting, because I objected to the procedure, Mr. Pippen prevailed. The executive group agreed to the following:

1. Four project persons were to serve as initiators of the expenditures of project funds;
 - a. Taylor Pippen in behalf of the budget allocated to the Urban Coalition,
 - b. Vahac Mardirosian in behalf of the budget allocated to the Hispanic Urban Center,
 - c. Wallace Walker in behalf of the budget allocated to Research and Development,
 - d. James Kendricks in behalf of the budget allocated to the Afro-American Cultural Education Center.
2. All expenditures must be initiated on a project designed purchase order with supporting invoices or contracts, and etc.
3. All purchase orders must be forwarded to the project administrator's office so that the expenditure could be noted by the project administrator in a ledger maintained by his office.
4. Purchase orders were then to be forwarded to the comptroller's office for the drafting of checks.
5. The comptroller determined the priority of payment, based on Emergency School Aid Act guidelines and supporting documents.
6. If appropriate for payment, a check was prepared and signed by the comptroller.
7. The check was then taken to the initiator of the purchase order for the required second signature on the check (all checks required two signatures.)

The major struggle in this meeting was that the project administrator was not to approve or disapprove expenditures from the budgets of the initiators if the expenditure was being made from a budget line category. Mr. Pippen agreed to this procedure stating that this function was being sufficiently met pursuant to last years obligations of the comptroller (See November 5, 1973 memo).

IV

Shortly after this meeting, Mr. Pippen was forced to leave the project due to his illness and he never returned.

Some weeks later Mr. Les Birdsall appeared and announced that he had been appointed as Mr. Pippen's successor. I questioned this because I had not received notice of any such appointment by this body. I was concerned because I believed his appointment, as he explained it to me, violated Emergency School Aid Act guidelines.

Notwithstanding my expressed concerns Mr. Birdsall, in violation of Emergency School Aid Act guidelines, by letter, notified the Office of Education of his appointment. He then asked me to add him to the project's check signing card. I refused, as did Mr. Wallace Walker. My reason for this was not that the Urban Coalition representative should not be added to the card, but that I believed Mr. Birdsall to be acting without proper authorization from this body.

Several days later, my worse fears were confirmed. I learned that Mr. Birdsall had requested of Kent Smith payment of \$5,400 to United Way for the reimbursement of salaries paid to Stella Clavery and Taylor Pippen.

I believed this payment to be improper because it violated Emergency School Aid Act's sole source contract provisions. I conferred with Mr. Walker, a licensed attorney, on the issue and he agreed with my analysis of the situation. We both asked Mr. Smith to seek guidance from the Office of Education prior to payment. This he did.

It should be noted that there was no question as to the project owing these salaries. It was only a question of whether the parties involved or the United Way was the proper payee.

During this period, Mr. Birdsall determined that he as project administrator would exercise veto power over purchase orders submitted for payment. He shortly thereafter removed Messrs. Kendricks, Walker, and Smith from check signing privileges. He replaced these parties with Messrs. Mardirosian, Birdsall, and Koeppel. He did this pursuant to a procedure I do not find in the Urban Coalition by-laws as being appropriate for the action taken.

As a result of this percipitous action and his assurances that it was done with the approval of Mr. Koepfel and other members of the Coalition Executive Council we filed suit against this body.

The lawsuit essentially request the reinstatement of Afro-American Cultural Education Center check-signing privileges.

Prior to the suit being filed, a letter was forwarded to the Office of Education representatives and Mr. Koepfel and Mr. Birdsall.

It was there they discussed the possibilities of dismissing Mr. Walker, Mr. Smith and Mr. Kendricks. They were identified as troublemakers and under the guise that all project employees were actually employed by the Urban Coalition then such a procedure was possible. The Office of Education was concerned that the Black Component might cease to operate if the three ranking members of the project were fired.

Upon Mr. Birdsall's return from San Francisco he began meeting with members of the Afro-American Cultural Instructional Staff to determine if they would remain as staff if the three aforementioned parties were terminated. The staff members he approached, for the most part, resented this approach and so stated in written form.

Several days later, Mr. Don Davies requested, through our attorney, Calvin Young, that we meet with him and Mr. Birdsall to try and resolve this matter and discuss the lawsuit against the Urban Coalition. We happily agreed.

After a 2 1/2 hour meeting with Mr. Davies and Mr. Birdsall the following agreement was reached.

1. Mr. Birdsall was to reinstate the check signing privileges of Mr. Wallace Walker, Mr. Kent Smith and Mr. James Kendricks with the agreed to stipulation.
2. That all signators should be bonded.

3. Mr. Walker and Mr. Kendricks were to provide Mr. Birdsall with the information he needed to prepare Office of Education required reports which were due in the near future.
4. Subcontracts were to be developed for possible ratification by this board for submission to the Office of Education.

On the following Monday, I met with Mr. Birdsall and he indicated that Mr. Smith could not be added because the corporate resolution he was using as his authority did not include Mr. Smith's name. I stated that I would not sign the memo which was to reflect our Friday's agreement unless Mr. Smith agreed to have his name added later. Mr. Smith, later in the day, reluctantly agreed with the stipulation that at the next Urban Coalition board meeting, Mr. Birdsall seek authorization for his name to be readded. Mr. Birdsall agreed. On Tuesday, a memo was prepared which reflected our agreement and Mr. Walker and I signed it.

To my knowledge, Mr. Birdsall never met one point of the agreement.

Later, Mr. Walker and I met with Mr. Koeppel at the office of Attorney Calvin Young and discussed this problem. At the end of that meeting, Mr. Koeppel agreed to instruct Mr. Birdsall to reinstate our check signing privileges. This Mr. Koeppel did. But, to my knowledge, Mr. Birdsall has not complied with this order. We agreed to provide Mr. Birdsall with the information he needed to prepare reports to the Office of Education required from the Urban Coalition this we did.

V

It should be stated here that the dropping of the lawsuits presently pending against this board was to be discussed with Mr. Davies whenever Mr. Birdsall complied with the instruction of Mr. Davies and/or Mr. Koeppel. Both men gave us their word and we know they have communicated to Mr. Birdsall the instructions to reinstate check signing privileges.

Mr. Birdsall has charged that he must exercise veto power over project expenditures because there have been unlawful expenditures. He speaks of a trip to Atlanta as an example.

First, let me say that I am of the opinion that the expenditure is lawful. He has refused payment of other purchase orders on the same grounds. In order to make the decisions, he has made requires a knowledge of ESAA guidelines and proposal activities. He lacks knowledge of both areas.

I even heard that he charged that \$10,000 is missing from the project. If there is, it's news to me. The implication that Black people, since they were the only ones removed from expending project funds, is the cause of the alleged missing money is a serious charge.

The difficulty I have in participating with Mr. Birdsall in the resolution of present internal operating problems is this:

1. He unilaterally charged the operating procedures we established with Mr. Pippen.
2. He has shown an unwillingness to meet promises he has made regarding the reinstatement of check signing privileges.
3. He has accused me of unlawful acts which he cannot prove; and,
4. He unbridled interference in the Black components program seriously jeopardizes its continued effectiveness.

VI

Mr. Birdsall has demonstrated an unwillingness to work with us in the operation of this project. Unlike Mr. Pippen, he has assumed an authoritarian posture which I have resisted. As a result, the project is presently in difficulty with the Office of Education. I certainly have no desire to jeopardize the grant but I find it impossible to allow Mr. Birdsall's judgments to dilute the quality of our program.

YOUR HELP...



OFFICE OF EDUCATION

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
REGIONAL OFFICE

August 5, 1974

RECEIVED AUG 9 1974

Dr. Taylor Phippen
A Community Project for Inservice
Cultural Education
1201 East First Street
Los Angeles, California 90033

Dear Taylor:

This is to provide you with the official decision of the U.S. Office of Education regarding the arrangements for Grant No. OEG-9-74-0016 to the Greater Los Angeles Urban Coalition for your "Community Project for In-Service Cultural Education." My response is, of course, in reference to the effect that the Urban Coalition's merger with United Way will have upon this grant. I very much appreciated the opportunity to meet with you, Mr. Don Koeppe, and Mr. Don Davis on last Friday, July 26th. I will rely upon you and your citizen officers to relay our decisions to United Way.

We have very carefully considered the several issues posed by the merger of these two organizations, including the proposal that corporate responsibility for this education grant be transferred, as a part of your overall merger, to United Way, Inc. That would not, in our judgement, be an appropriate action. Instead, we have determined that our grant relationships must continue with the Urban Coalition Corporation to which we have now made two very substantial grants totaling \$1.17 million for very special teacher training.

Our reasons for this decision are:

- 1) This second-year grant was renewed on the basis of very strong assurances that the U.S. Office of Education could rely upon the Urban Coalition to fully administer any new grant, including close coordination of the respective community agencies participating in this teacher training program.
- 2) These guarantees of a clear and centralized program management responsibility in the Urban Coalition were confirmed by Mr. Koeppe and Mr. Stuart Dawson, then your acting Executive Director, in personal sessions in late February.
- 3) As you will recall, we went further and rules against the Coalition's extending separate sub-contracts to other participating agencies, asking instead for a unified project under your organization's direction.
- 4) In addition to the above reasons for not deciding to transfer grant responsibility away from the Urban Coalition as a Corporation, I also want to point out that such an action is not easy to take under the Emergency School Aid Act (ESAA):
 - a) The extensive pre-grant investigations which we made last year of the Urban Coalition in terms of its financial accounts, total staffing patterns, composition of Boards of Directors and committees, etc. for civil rights compliance would have to be repeated for United Way;
 - b) Technically, grant funds would need to be frozen during this interim period which, in view of United Way's complex structure, would require several weeks of investigation;
 - c) The special ESAA Citizens' Advisory Committee would have to approve the action; and
 - d) In short, we have concluded that there is no gain for the Project which we funded in altering the organizational arrangements for the life of this grant.

For emphasis, I want to repeat our point made above. The ESAA legislation is very special in the sense that it has the most explicit civil rights requirements of any measure passed since 1964. Further, it is the most substantive education program passed since 1965. We have already found the Urban Coalition and this Project to be in accord with both of these purposes. The Office of Education therefore will expect your organization to retain the procedural and corporate guarantees upon which we mutually agreed earlier.

Let me add that this decision should in no way diminish the hopes and aspirations which led you to merge with United Way. From our Friday meeting, I understand that your Board of Directors did expect to continue its own corporate identity while this grant was in effect while merging the rest of your organization into United Way. We wish you well with your project.

Sincerely,

[Signature]
Frank Alderete
Program Officer

cc: Donald A. Koeppe
Donald A. Davis

Appendix 5.

- * Help us stop another rip-off of a Community Federal Educational Program.
- * Help us stop the U.S.O.E. from allowing a downtown Insolvent Corporation Administrator, a black and brown project.
- * U.S.O.E. Regional Commissioner is authorizing this expenditure.
- * Help us to require the Office of Education to insure Community Control over programs designed for Minority Community benefit.
- * To find out how you can help: contact; THE Committee For Better Education 556-7750 or (415)

TO THE URBAN COALITION BOARD
FROM: DON KOEPEL

At its May 22, 1974 meeting the Greater Los Angeles Coalition Board voted on the merger of the Coalition with United Way, Inc. Authority was given to the President and the Presiding Chairman at that meeting to develop a final agreement. The final agreement has been developed, and a copy is enclosed.

The United Way, Inc. voted on this agreement at its Annual Meeting-June 3, 1974-and the legal procedures are in process.

The staff of the Coalition are now located within the United Way structure as of July 1, 1974.

In line with the agreement, the present Coalition Board becomes the foundation of a new Coalition Council within United Way. I will contact you in the near future to set a date to brief you on the United Way organization, and for an exchange of views within the Corporate structure of United Way on full integration of Coalition operations.

I know we can look forward to a successful year, and I wish to extend the thanks of the Urban Coalition Officers to you-the Directors-for your support with special appreciation to Mr. Victor M. Carter and the United Way Committee for their outstanding work.

7/11/74

PETITION

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6. Assignment of the project to AACEC would model the U.S.O.E.'s concern for developing pluralistic organizational and social patterns. It should be noted that the staff of the Center is ethnically pluralistic.
7. The project manager should be someone who can effectively relate to all segments of the target population.
8. One integral learning component includes model reflecting control and decision making by members of the target population which breaks the traditional racist model of having Blacks "front" for white managers.

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<u>NAME</u>	<u>ADDRESS</u>
Margo Glenn	430 Hermosa Ave. Hermosa Bch 902
Orville Goldstein	924 Larch St. Inglewood, Ca. 90301
Dorothy Ahn	20546 Wayne Ave. Tor. Cal. 90503
Pat McGe	20507 S. Crenshaw 2014 90226
Helena Ewell	1718 N. Flora Compton 90222
M. Greenston	13015 Ruthless St. Gardena 90247
Elna Cook	4150 School St Compton 90220
Carrie Haines	1205 West 80th St. Los Angeles Ca 90044
Gerard Rock	21426 Mariner - Torrance, Calif. 90503
Hettie Reamer	19406 Midtown Ave. Carson Calif 90746
Ray Roberson	629 E 94 St. Los Angeles Calif 90012
Mamie Le Hmitte	615 W. Palmer St. Compton 90220
Valcour Williams	1708 W. 127 St. Los Angeles Calif 90009
Elain B. Davis	44925 - 3rd Ave. Los Angeles 90042
Shelma Walker	4693 Midland Dr. Los Angeles 90008
Josephine Miles	4105 Somerset Dr. B - L.A. 90008

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NAME	ADDRESS
<i>[Signature]</i>	4835 Crenshaw Bl. #16, L.A.
<i>[Signature]</i>	1725 Main St., Santa Monica
<i>Dolores M. Walker</i>	2307 S. Mansfield #1, L.A.
<i>[Signature]</i>	1615 S. Bronson L.A. 90019
<i>[Signature]</i>	4406 7TH AVE L.A. 90043
<i>[Signature]</i>	6067 Horner St. L.A. Calif 90035
<i>[Signature]</i>	6067 Horner St. L.A., Cal
<i>[Signature]</i>	4526 1/2 Edgewood Pl. L.A. Calif 90016
<i>[Signature]</i>	6215 SUTRO AVE L.A. 90008
<i>[Signature]</i>	1620 S. Holt Ave. L.A. 900
<i>[Signature]</i>	1620 S. Holt Ave L.A. 90034
<i>[Signature]</i>	605 Santa Clara #4, Venice 90291
<i>[Signature]</i>	15239 Morrison St., Sherman Oaks, Calif 91422
<i>[Signature]</i>	533 Spolator Dr. Pacific Palisades
<i>[Signature]</i>	385 W. 1st St. San Pedro
<i>[Signature]</i>	1510 So. Hayworth, Ave, L.A. Calif. 90035

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<u>NAME</u>	<u>ADDRESS</u>
Marcia Johnson	1915 Chariton Street, L.A. 90034
Charles O. Stoddy	1200 S. CITRUS #6 L.A. 90017
Loraine B. Bixler	3856 Dignity Blvd. L.A. 90008
D.D. Yarnoch	10944 Strathmore Dr #408, L.A. 90024
Cheryl Calhoun	1333 Federal Ave #3 90025
James P. Ewing	823 N. Duxbury Beverly Hills 90210
Shirley A. Schuyler	318 EAST 75 ST L.A. 90003
Beverly J. Hawkins	518 E. Green St #7 Inglewood, 90302
Clarence H. Gray	515 LINCOLN AVE #2 PASADENA CAL 91105
G. Harris	3833 Channing Dr La 413
H. Evans	9618 6TH AVE Inglewood, Ca
L. Davis	8700 S. Denker L.A. 90047
John A. Smith	890 Strand Hermosa Beach 90254
William H. Hemmick	1262 W. 82nd St. L.A. 90044 757-9036
Barbara A. Hemmick	819 W. 133 St. Gardena 90247
Theresa M. Moore	9113-4th Ave. Inglewood, Ca.

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ADDRESS

<u>Thomas Williams</u>	<u>3827 Don Inman Apt 8. L.A. Ca. 90008</u>
<u>Agnes K. Olin</u>	<u>8731 S. Dalton Ave. L.A. Ca. 90047</u>
<u>Mrs. C. Olin</u>	<u>726 E. 51st St L.A. Calif 90011</u>
<u>Hilbert Olin</u>	<u>8731 S. DALTON AVE. L.A. CALIF 90047</u>
<u>Jack Rogers Jr.</u>	<u>549 W. 108th St. L.A. Ca. 90049</u>
<u>Wick S. Walker</u>	<u>8731 S. Dalton Ave. L.A. Calif. 90047</u>
<u>Thomas D. B. Miller</u>	<u>8731 S. Dalton Ave. L.A. Calif. 90047</u>
<u>Annie L. Barney</u>	<u>474 E. 47th St. L.A. Calif 90011</u>
<u>Ida Olin</u>	<u>8731 S. Dalton Ave. L.A. Calif. 90047</u>
<u>Diana Bryant</u>	<u>9619 Hickory St. L.A. Calif. 90002</u>
<u>Evelyn Thomas</u>	<u>3706 W. Adams L.A. Calif. 90018</u>
<u>Philip A. Hewitt</u>	<u>7619 Hickory St. L.A. Ca. 90002</u>
<u>Maynard Bryant</u>	<u>9619-Hickory St L.A. Cal - 90002</u>
<u>Madge Bryant</u>	<u>9619-Hickory St. L.A. Cal. 90002</u>
<u>D. Olin</u>	<u>6725 Sherbourne Dr. L.A. 90056</u>
<u>Alan Olin</u>	<u>6725 SHERBOURNE DR L.A 90056</u>

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Justin Knight	11109 So. Crenshaw Ave. L.A. 90047
Charles Johnson	3891- 2ND Ave. L.A. 90008
Paul N. Carson	1218 So. Burnside Ave L.A. Ca. 90019
Blanche Jackson	440 W. Atlantic Blvd. 90044
Charles Drisk	884 East 56th St. 90011
Leticia P. Marshall	3125 W. Adams Blvd 90018
Estelene Cooper	2631 Brighton Ave. L.A. 90018
Diane Wilson	538 W. 82nd St. #1 L.A. 90044
Fannie Humphrey	3524 Euclid St. L.A. 90016
Clea Mackinay	12901 So Vermont Ave Apt F 2 Gardena 90241
Barbara B. Butler	17653 Brittany Ln Huntington Beach 92642
Hazel F. Bell	3901 Tuscana Ave. L.A. 90008

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NAMEADDRESS

<u>Deatrice Fegore</u>	<u>14918 White Ave., Compton 90221</u>
<u>De Henderson</u>	<u>401 S. Del Mar Blvd. #225 Pasadena, 91101</u>
<u>S.E. Barrell</u>	<u>702 Manhattan Beach Blvd #5 Manhattan Beach 902</u>
<u>Quinn H. Morris</u>	<u>3871-10th Terrace L.A. 90008</u>
<u>Robert J. Karpman</u>	<u>3500-30th Manchester Inglewood, 90305</u>
<u>Reggie J. Boyd</u>	<u>20103 - Steeles Ave Carson, 90746</u>
<u>Robert C. Norman</u>	<u>1341 N 12th St L.A. 90044</u>
<u>Garvin Owens</u>	<u>5108 Drakenhall Dr, Carson</u>
<u>Al Houston</u>	<u>2056 W. 70th St LA</u>
<u>Myrtal Howard</u>	<u>149 E. 136th St.</u>
<u>Brenda Fiedler</u>	<u>317 S. Duran, Compton, 90221</u>
<u>Shirrell M. Barrett</u>	<u>3286 Josephine Sepulveda, 90262</u>
<u>Mary Hurt</u>	<u>9312 11th Ave Ingle, 90305</u>

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ADDRESS

Mat Trives	2007 Navy St	90405
George Testes	608 Commonwealth	
F. Patricia Moore	1807 G. Holt Ave.	L.A.
V. Goodman	3518 Echo	L.A.
Paul Anderson	208 Xaviera St	Los Angeles
Robert Smith	11017 Keckwest	L.A. 91374
Emily Kelly	943 120 th St.	90414
Kruse Patricia	1634 H th St	Los Angeles

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<u>NAME</u>	<u>ADDRESS</u>
<u>William H. Davis</u>	<u>8567 Hollywood Dr. #1 L.A. CA 90029</u>
<u>Gloria Davis</u>	<u>4818 St. Elmo Dr. L.A. 90018</u>
<u>Tina Alexander</u>	<u>1514 W. 69th St. - L.A.</u>
<u>Brother Blakely</u>	<u>3500 W. Manchester Ave - L.A.</u>
<u>Edmond R. D.D.S.</u>	<u>1818 So. Western Ave - L.A.</u>
<u>Donald Oring</u>	<u>2044 W. 61th St. - Los Angeles</u>
<u>CHESTER BIAS</u>	<u>10613 SECOND AVENUE - L.A.</u>
<u>Janet Davis</u>	<u>928 Gaffney St. - L.A.</u>
<u>Patricia Gray</u>	<u>2711 E. Normandie Pl. - L.A.</u>
<u>Vernette P. Honeywood</u>	<u>1185 So. Victoria Ave. - L.A.</u>
<u>Tom Hamber</u>	<u>20410 Santa Leonora Ave - L.A.</u>
<u>Gessiea Hayes</u>	<u>614 W. Regent St. #3 - L.A.</u>
<u>Patricia Holloway</u>	<u>9806 Holloway Road, L.A.</u>

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October 2, 1974

TO: Vahac Mardirosian
James Kendricks *✓*
Wallace Walker
Kent Smith
Ruby Aguilar
Elizabeth Bissett

FROM: Les Birdsall, Project Administrator *Les Birdsall*

REFERENCE: Authorized Signatures for Grant Disbursements

On July 8, 1974, J. Taylor Pippen initiated a revised check signing procedure which included the project administrator's signature as a requirement on all checks. To date, that system has not been implemented. At the present time several staff members with past authority to sign checks have refused to sign new bank cards.

As the existing Grantee, the Greater Los Angeles Urban Coalition is required to maintain with the Office of Education "An assurance that the program for which assistance is sought will be administered by the applicant, and that any funds received by the applicant under this Act, and any property derived therefrom, will remain under the administration and control of the applicant". The present system no longer provides the Coalition with such control.

Therefore, effectively immediately and pursuant to a majority vote of the Board of Directors, Greater Los Angeles Urban Coalition, the authorized signatures for grant disbursements will be limited to Les Birdsall, Project Administrator, Don Koeppel, President, and Vahac Mardirosian. It is our expectation, in the future, to increase the signators to include the Project Administrator and all Program Directors. when that becomes possible.

AFRO-AMERICAN CULTURAL EDUCATION CENTER PROJECT FOR INSERVICE CULTURAL EDUCATION

September 20, 1974

Mr. Willis Papillion
Program Officer
Office of Education
50 Fulton Street
San Francisco, Calif. 94102

Dear Mr. Papillion:

A request has been made of me by United Way, Inc. for the reimbursement of \$5,414.89 for salary paid to United Way, Inc. employees Miss Stella Clavery and Mr. Taylor Pippen during the period of 1 July 1974 through August 24, 1974. The request for payment baffles me because I was under the impression that all employees who were receiving 100% of their compensation from the project were employees of this project. I also thought that the two aforementioned employees were employed by this project rather than by United Way, Inc. Although the request for payment by United Way came to me pursuant to our administrative procedures, the purchase order was signed by a United Way employee currently acting as project administrator.

Because of my confusion I spoke with an attorney about the matter. He indicated that his review of Mr. Frank Alderete's August 5, 1974 letter to Mr. Taylor Pippen plus the merger agreement of March 25, 1974 between United Way, Inc. and Greater Los Angeles Urban Coalition, Inc. and the statement forwarded to me by United Way, causes him to question whether United Way and GLAUC are exercising the arms-length relationship required by the Office of Education in the letter.

The attorney also advised me to withhold payment to United Way, Inc. because it was his opinion that payment might subject the project to violating the following C.F.R. Code sections. He further advised me to request clarification from you about the included matters prior to payment. It should be noted that many of these questions were raised by the Afro-American Cultural Education Center in a February 27, 1974 mailgram to the Office of Education, but that a response was never received. See Appendix 7.

1201 EAST FIRST STREET, LOS ANGELES, CALIFORNIA 90033 (213) 264-4494

HISPANIC URBAN CENTER, Vahac Mardirosian, Executive Director

AFRO-AMERICAN CULTURAL EDUCATION CENTER, James W. Kendricks, Executive Director

a joint project with the GREATER LOS ANGELES URBAN COALITION, Taylor Pippen, Project Administrator

1. Whether payment of the United Way, Inc. statement will violate:

1(a) 45 C.F.R. Section 100a.103

See Appendix 1(a)

1(b) 45 C.F.R. Section 100a.105

See Appendix 1(b)

1(c) 45 C.F.R. Section 100a.260

See Appendix 1(c)

1(d) 38 Federal Register 30694 100a.10, Section 15

See Appendix 1(d)

1(e) 45 C.F.R. Section 100a.30

See Appendix 1(e)

2. Whether equal employment opportunity requirements imposed by the Office Civil Rights have been violated by filling a project staff position with a person not previously a member of the staff without a public announcement of the position.

3. Whether the Regional Office of Education by imposing a project structure inconsistent with the one proposed and approved for funding by the Regional Office of Education violates Section 100a.19.

See Appendix 2

4. Whether the Ninth Regional Office of Education, by refusing to recognize the independence of the agencies in the project as set-out in the proposal's administrative procedures, violated Section 100a.19.

See Appendix 2

Page Three
Kent V. Smith
September 20, 1974

5. Whether the other nonprofit organizations set-out in the proposal can be directly funded in that the grantee agency no longer meets the requirements of 100.1

See Appendix 3

6. Whether the agreement reached by the 9th Regional Office of Education and the Greater Los Angeles Urban Coalition to not subcontract with the agencies identified in the proposal as joint proposers violated the Emergency School Aid Act's stipulated policy to allow subcontracts by a grantee agency when it has demonstrated that the grantee agency does not have the unique or technical nature to meet the objectives of the proposal. (Note Appendix D of the Emergency School Aid Program)

See Appendix 4

7. Whether the 9th Regional Office of Education is condoning United Way, Inc.'s actions by allowing it to circumvent the position Mr. Alderete asserted on O.E.'s behalf August 5, 1974.

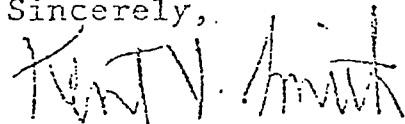
See Appendix 5

8. Whether the enclosed merger agreement implies a lack of good-faith dealing on the part of the 9th Regional Office of Education by funding a project in a manner inconsistent with the approved proposal by directing funds to a fiscally-nonviable organization rather than two fiscally-viable nonprofit organizations.

See Appendix 6

I urgently request a response to my inquiry. Thank you for your kind consideration and I hope to hear from you shortly.

Sincerely,



Kent V. Smith
Project Comptroller

Page Four
Kent V. Smith
September 20, 1974

cc: Al Fain
John Thorslev
Norma Fimbres
Jerry Fuller
Terrel Bell
Alan Cranston

KVS:vb

1(a) § 100a.103 Free competition.

All procurement transactions of the recipient, regardless of whether negotiated or advertised and without regard to dollar value, shall be conducted in a manner so as to provide maximum open and free competition. The recipient should be alert to organizational conflicts of interest or noncompetitive practices among contractors which may restrict or eliminate competition or otherwise restrain trade.

(OMB Circular No. A-102, Attachment O.)

1(b) § 100a.105 Negotiated procurements by State or local governments.

(a) Procurements may be negotiated by State or local government recipients if it is not practicable or feasible to use formal advertising. Generally, procurements may be negotiated if one or more of the following conditions prevail:

(1) The public exigency will not permit the delay incident to advertising;

(2) The material or service to be procured is available from only one person or firm; all contemplated sole source procurements where the aggregate expenditure is expected to exceed \$5,000 shall be referred to the Commissioner for prior approval;

(3) The aggregate amount involved does not exceed \$2,500;

(4) The contract is for personal or professional services, or for any service to be rendered by a university, college, or other educational institution;

(5) The material or services are to be procured and used outside the limits of the United States and its possessions;

(6) No acceptable bids have been received after formal advertising;

(7) The purchases are for highly perishable materials or medical supplies, for material or services where the prices are established by law, for technical items or equipment, for experimental, developmental or research work, for supplies purchased

for authorized resale, and for technical or specialized supplies requiring substantial initial investment for manufacture; or

(8) Negotiation is otherwise authorized by applicable Federal, State, or local law rules or regulations.

(b) Notwithstanding the existence of circumstances justifying negotiation, competition shall be obtained to the maximum extent practicable.

(OMB Circular No. A-102, Attachment O.)

1(c) § 100a.260 Changes in key personnel.

If for any reason it becomes necessary to substitute the project director or other key professional staff designated in the grant or contract, the recipient shall provide timely written notification to the Commissioner of such substitution. Such written notification shall include the name and qualifications of the successor.

1(d) § 100a.10 Scope.

SUBPART A - GENERAL

(a) Programs. Except to the extent inconsistent with an applicable statute or regulation, the provisions contained in this part apply to all Federal programs of assistance authorized under the following authority:

(13) Emergency school aid under Title VII of the Education Amendments of 1972 (20 U.S.C. 1601).

1(e) § 100a.30 Service contracts.

(a) Each project application shall provide that the activities and services for which Federal financial assistance is sought will be administered by, or under the supervision of, the applicant.

(b) The applicant shall not transfer to others responsibility in whole or in part for the use of Federal funds or for the conduct of project activities, but may enter into contracts or arrangements with others for carrying out a portion of any such activities pursuant to Subpart I of this part.

(c) In applying for Federal assistance, the applicant shall indicate in the application any intention it may have of entering into contracts or other arrangements with individuals or organizations to conduct any portion of any activity proposed in the application. The applicant shall not enter into any such contract or arrangement unless the intention to do so is included in the approved application or an approved amendment or revision thereto.

(20 U.S.C. 1221c(b)(1), 1232c(b)(1).)

- which support the request, as follows:
- a. Basic LEA Projects: Costs must be related to the implementation of an approved plan for desegregation or to reduce, eliminate or prevent minority group isolation;
 - b. Pilot LEA Projects: Costs do not have to be related to implementation of a plan, but must result directly from activities designed to overcome the adverse educational effects of minority group isolation in minority group isolated schools;
 - c. Non-Profit Organization Projects: Costs must result directly from activities which support the development or implementation of an acceptable LEA plan for desegregation or to reduce, eliminate or prevent minority group isolation;
 - d. Bilingual Projects: Costs must result directly from activities designed to overcome the adverse educational effects of linguistic or cultural differences.
2. Part B cites "Entertainment Expenses" as an unallowable item of cost. In certain instances, costs that would ordinarily be classified as entertainment might be treated as allowable if (a) they are an integral part of the overall program, and (b) they do not constitute a significant amount.
 3. "Contingency Costs" are cited as unallowable by Part B. For purposes of this Program, "contingency" is not interpreted to cover either (a) anticipated "automatic salary increases" or (b) approved indirect cost or fringe benefit rates which have not yet been implemented.
 4. Student transportation costs must be directly related to the educational needs addressed by the application and to the activities which will be conducted under the proposed budget. Such costs must be consistent with Title VIII of the Education Amendments of 1972.
 5. Residual funds: If an ESAP Grantee is awarded an ESA Grant, any residual funds under ESAP should be returned to USOE upon completion of the ESAP project; they cannot normally be applied to the ESA project.
 6. Subcontracting is discouraged under ESA, except in those instances where the required effort is of a unique or technical nature not ordinarily within the capabilities of the Grantee, or where the nature of the effort necessitates an independence from the Grantee, such as evaluation. In no instance should effort be subcontracted if it will substantially diminish the Grantee's administrative control over the project. The Grantee must be apprised of the

Appendix 4.

D-2

STATEMENT
UNITED WAY, INC.

621 SOUTH VIRGIL AVENUE, LOS ANGELES, CALIFORNIA 90005 / 380-1450

Sept. 10, 1974

Community Project for In-Service Cultural Educ.
Attn: Kent Smith; Controller
1201 E. First St.
Los Angeles, California 90033

Job. No.	Description	P.O. No.	Balance
	August Payroll Billing For Stella Clavery & Taylor Pippen Payroll Periods ending 8/10 & 8/24/74		
	Gross		\$ 2536.62
	Employers Share FICA		148.40
	Employers Share SUI (Limit reached)		- 0 -
			\$ 2685.02
			2729.87
	July Balance		\$ 5414.89
	Total Due		

COMMUNITY PROJECT FOR IN-SERVICE CULTURAL EDUCATION

BUDGET SUMMARY

1974-75

Administration Services	\$ 174,116.
Afro American Instructional Program	227,202.
Mexican American Instructional Program	213,642.
Evaluation and Training Support Services	49,842.
	<u>\$ 664,802.</u>

\$ 81,541 ✓
~~5,845~~

4,310 ✓

25,528 ✓

4,525 ✓

28,014 ✓

Employee Fringe Benefits

Travel

Local..... \$2,500.
Long Distance..... \$1,800.

Facility Rental

Facility..... \$22,128.
Book Storage..... 1,200.

Equipment

Contracted Services

Accreditation Services..... \$1,200. ✓
Xerox Lease..... 9,600. ✓
Accounting Services..... ~~9,800~~ 10,500.00
Miscellaneous Contract
Services..... 2,514.
Project Financial Audit..... 4,000. ✓

~~10,500.00~~
1514.00

Other Costs

Consumable Office Supplies... \$18,200 ✓
Telephone..... 9,342. ✓

\$ 27,542.

\$174,116

172,116

Teacher Salaries		\$175,115.
Teacher Fringe Benefits		12,337.
Travel (Local)		5,000.
Equipment		5,875.
Contracted Services		7,000.
Guest Lecturers/Consultants	\$7,000.	

Other Costs.

Training/Teaching Materials..... \$10,000.

Library Services

Circulating Collection

Books.....	\$ 6,000.
Subscriptions.....	750.
Juvenile Books.....	1,000.

Non-Circulating Collection

References..... \$ 1,000.

Audio Visual Collection

Films.....	\$ 750.
Records.....	125.
Filastrips.....	500.
Microfiche.....	750.

Other Costs

Insurance

500.00

500.00

\$227,202.

COMPONENT BUDGET

Mexican American Instructional Program

Employee Salaries	\$168,645.
Employee Fringe Benefits	10,522.
Travel (Local)	5,000.

Contracted Services	\$8,800.
Guest Lecturers/Consultants.....	\$8,800

Other Costs	29,875.
-------------	---------

Training/Teaching Materials.....	\$10,000.
----------------------------------	-----------

Library Services

Circulating Collection	
Books.....	\$ 6,000.
Subscriptions.....	750.
Juvenile Books.....	1,000.

Non-Circulating Collection	
References.....	\$ 1,000.

Audio Visual Collection	
Films.....	\$ 750.
Records.....	125.
Filmstrips.....	500.
Microfiche.....	750.

\$213,642.

Evaluation and Training Support Services

Employee Salaries	\$22,800.
Employee Fringe Benefits	1,042.
Travel (local)	2,000.
Contracted Services	<u>2,000.</u>
	<u>27,842.</u>

In-Service Evaluation/Statistical Services... \$22,000.
 Project Staff Development..... \$ 2,000.

Travel - Travel 834.00

Equipment

Other Contracted Services

Contracted Services Evaluation Services 2500.00

Other Direct Costs

Direct Materials

Equipment Leasing

\$49,842.

10,000

6,000

1,000

1,000

5318

Travel 59
 Fringe 2,69
 Office 21
 Other 46

COMPONENT SUB-TOTAL

Evaluation and Training Support Services

Employee Salaries	\$22,800.
Employee Fringe Benefits	1,042.
Travel (Local)	2,000.
Contracted Services	24,000.
In-Service Evaluation/Statistical Services...	\$22,000.
Project Staff Development.....	\$ 2,000.
	<u>\$49,842.</u>

A COMMUNITY PROJECT
FOR INSERVICE
CULTURAL EDUCATION

1201 EAST FIRST ST.
LOS ANGELES, CA. 90033
(213) 264-4494

To: Wilfred Celestine

From: Les Birdsall 813

Date: December 27, 1974

Reference: Pay period ending December 31, 1974, and current employment status

The absence of a contract or other suitable arrangement as indicated in my mail-gram of December--~~7~~, 1974 leaves unanswered your current employment status with the Urban Coalition. Therefore it is impossible for a check to be issued by the Coalition for this pay period until we resolve this situation. While the Coalition does not wish to inconvenience you it can not make payments to employees whose current employment status is in doubt. I am certain that we can quickly resolve this matter. Please schedule a meeting between you and I at your convenience between 11 and 3, Thursday, January 2, or 1 and 7, Friday, January 3.

LB/sm

MGMSACA SAC
2-023460E007 01/07/75
ICS IPMRNCZ CSP
2132644494 MGM TDRN LOS ANGELES CA 200 01-07 0310P EST
ZIP



Mailgram



THIS MAILGRAM WILL BE TRANSMITTED ELECTRONICALLY BY WESTERN UNION TO A POST OFFICE NEAR YOU FOR DELIVERY

SENATOR JULIAN DIXON
STATE CAPITOL
SACRAMENTO CA 95814

DEAR DR AGURRIE THE BLACK COMPONENT OF THE COMMUNITY PROJECT FOR CULTURAL IN SERVICE EDUCATION HAS BEEN CONSTRUCTIVELY EVICTED FROM PREMISES OF THE HISPANIC URBAN CENTER AT 1201 EAST FIRST STREET LOS ANGELES CALIFORNIA
THIS HAS BEEN ACCOMPLISHED BY CHANGING LOCKS TO THE PREMISES AND BY CHANGING LOCKS TO OFFICES WITHIN THE PREMISES THIS CONDITION MAKES IT IMPOSSIBLE FOR SOME 15 MEMBERS WITHIN THE PROJECT TO DISCHARGE THEIR DUTIES WHICH ARE SUPPORTED UNDER THE GRANT AS YOU KNOW THE GRANT PAYS AN ANNUAL RENTAL TO THE HISPANIC URBAN CENTER IN EXCESS OF 20,000 DOLLARS PER YEAR IN BEHALF OF THIS COMPONENT WE HAVE NO ALTERNATIVE BUT TO RELOCATE THESE STAFF MEMBERS FOR THE REMAINDER OF THE GRANT PERIOD. CC: CHARLES WILSON AUGUSTUS HAWKINS RONALD DELLUMS SHIRLEY CHISHOLM ANDREW YOUNG BARBARA JORDAN YVONNE BURKE JOHN CONYERS JR RALPH METCALFE JAMES COLLINS WILLIAM CLAY ROBERT NIX LOUIS STOKES CHARLES RANGEL ALAN CRANSTON EDWARD BROOK JOHN TUNNEY NATE HOLDEN LEROY GREEN BILL GREEN LEON RALPH JULIAN DIXON CURTIS TUCKER MERVYN DYMALLY TERRELL BELL ROBERT WHEELER PAUL MILLER JERRY FULLER AND CASPAR WEINBERGER
STAFF OF THE AFRO AMERICAN CULTURAL EDUCATION CENTER

1513 EST

MGMSACA SAC

Wallace Walker

213 - 264 - 4494

TO REPLY BY MAILGRAM, PHONE WESTERN UNION TOLL FREE ANY TIME, DAY OR NIGHT:

ALABAMA	800 325 5300
ARIZONA	800 648 4100
ARKANSAS	800 325 5100
CALIFORNIA	800 648 4100
COLORADO	800 325 5400
CONNECTICUT	800 257 2211
DELAWARE	800 257 2211
DISTRICT OF COLUMBIA	800 257 2211
FLORIDA	800 325 5500
GEORGIA	800 257 2231
IDAHO	800 648 4100
ILLINOIS	800 325 5100
INDIANA	800 325 5200
IOWA	800 325 5100
KANSAS	800 325 5100
KENTUCKY	800 325 5100
LOUISIANA	800 325 5300
MAINE	800 257 2231
MARYLAND	800 257 2211
MASSACHUSETTS	800 257 2221
MICHIGAN	800 325 5300
MINNESOTA	800 325 5300
MISSISSIPPI	800 325 5200
MISSOURI	800 342 5700
MONTANA	800 325 5500
NEBRASKA	800 325 5100
NEVADA	800 992 5700
NEW HAMPSHIRE	800 257 2221
NEW JERSEY	800 632 2271
NEW MEXICO	800 325 5400

NEW YORK

Areas 315, 518, 607 & 716	800 257 2221
Areas 212, 516 & 914	800 257 2211
Except Manhattan	962 7111
Bronx	962 7111
Queens	459 8100
Brooklyn	459 8100
NORTH CAROLINA	800 257 2231
NORTH DAKOTA	800 325 5400
OHIO	800 325 5300
OKLAHOMA	800 325 5100
OREGON	800 648 4100
PENNSYLVANIA	
Areas 215 & 717	800 257 2211
Areas 412 & 814	800 257 2221
RHODE ISLAND	800 257 2221
SOUTH CAROLINA	800 257 2231
SOUTH DAKOTA	800 325 5300
TENNESSEE	800 325 5100
TEXAS	800 325 5300
UTAH	800 648 4100
VERMONT	800 257 2221
VIRGINIA	800 257 2221
WASHINGTON	800 648 4500
WEST VIRGINIA	800 257 2221
WISCONSIN	800 325 5200
WYOMING	800 648 4500

OR DIAL WESTERN UNION'S INFOMASTER SYSTEM DIRECTLY:

FROM TELEX 6161

FROM TWX 910 420 1212

JAN 16 1975 149

State of California

Office of Criminal Justice Planning

Memorandum

To : Lou Palumbo

Date : January 16, 1975

From : Palmer Stinson

Subject : Review of Proposal:
Books - Not Weapons and
Violence (By Council of
Black Administrators)

The staff of the Juvenile Justice and Delinquency Prevention Branch has read with interest the proposal from the Council of Black Administrators (COBA) entitled, "Books - Not Weapons and Violence." There was mutual agreement with the need for reducing student violence in Los Angeles schools, but COBA's proposed solution raised questions in three main areas:

1. Content of Proposal

The statistics presented were rather thin and do not reflect the true nature of the problem. The figures for those students expelled for assaults on weapon carrying have not been sifted out of "total students expelled". The figures for "number of assaults" are inconclusive as they do not indicate the percentage of cases in which the assailant was unidentified and do not indicate how many were committed by one person versus a gang attack. There is no information to indicate what part of the problem is caused by students illegally on campus or any information about how the school district identifies students legally on campus.

2. Replication of Effort

An unanswered question is how the proposed project will fit into the existing total violence prevention program in Los Angeles schools. What is the rationale behind extending the "paid parent" project rather than increasing the 200-man security force? Have other studies resulted in the development of "coping" attitudes or the development of media and visual aids that can be used in Los Angeles County? The long-term objectives of the program are rather nebulous. The stated objectives to "...suggest curriculum changes..." and "...gain support for pilot curriculum development projects..." are not clearly related to the primary purpose of reducing student violence.

3. Possible Undesirable Effects

The plan to publicize the problem through media and visual aids may prove to be alarming to the community and have the adverse effect of fostering fear and increased tension, thus increasing the amount of student violence and, especially, the incidence of gun-toting on campus.

Lou Palumbo

-2-

January 16, 1975

While we recognize the importance of reducing student violence in our overall delinquency prevention efforts, any agreement with COBA's proposed program would be difficult because of the inadequate information provided for proper evaluation and the importance of assessing the need for another layer of treatment in this area.

PS:ks

*Busing
(Minorities)*

EDITORIAL

This is one of a continuing series of KNX Radio editorials on topics of vital interest to the community. Responsible representatives of opposing viewpoints are given the opportunity to reply on the air. If you missed the broadcast of this editorial, we hope you will read it. Your comments are always most welcome.

George Nicholaw, Vice President, CBS Radio Division
General Manager, KNX Radio

SUBJECT **The Other Busing Issue**
 73-47

BROADCAST. **March 5, 1973**
 8:15AM, 12:15, 6:15, 10:15PM

School busing for racial integration is highly controversial. Yet, there is another busing issue that isn't.

This is the issue of the safety of school buses. Every school day in this country, some 20 million children are transported in buses. Year before last, these yellow buses were involved in 46,000 accidents in which 5,600 children were injured and 150 killed.

Experts who have studied school bus safety report that many of the injuries and deaths are due to just two or three basic deficiencies in most buses. These include a weakness in the joints which results in buses disintegrating in a crash. And the use of too few rivets to hold the sheet metal body to the bus frame. In a crash, the sheet metal peels back like a giant knife injuring and cutting the children inside.

It is estimated that only \$300 per bus would correct these fundamental flaws. That seems pretty cheap to KNX.

Congressman John Moss of California has introduced a bill to cope with this situation. To set standards of safety and enforcement for the buses that our children ride in every school day.

KNX believes this kind of protection is needed and needed now. We urge the Congress to act with speed before more innocent children are sliced up or killed.

File

SACRAMENTO ADDRESS
4160 STATE CAPITOL
SACRAMENTO, CALIFORNIA 95814
TELEPHONE: (916) 445-7852

DISTRICT OFFICE
7340 E. FLORENCE AVENUE
DOWNEY, CALIFORNIA 90240
TELEPHONE: (213) 927-2586

Busing
(Minutiae)
COMMITTEES
CONSTITUTIONAL AMENDMENTS
GOVERNMENT ADMINISTRATION
LABOR RELATIONS

Assembly California Legislature

FLOYD L. WAKEFIELD
ASSEMBLYMAN, FIFTY-SECOND DISTRICT

REPLY TO: ☐ DISTRICT
☐ CAPITOL

educ - Sch

March 9, 1973

AN OPEN LETTER TO:

Wilson Riles, Supt. of Public Instruction
School Superintendents
All members of Boards of Education

On February 23, 1973, the Sacramento Superior Court handed down a decision which declared Proposition 21 constitutional.

If you are not familiar with that decision, I would suggest that you take a few minutes and read what Judge Babich says and why!

The proposed law initiated by the people through Proposition 21 under Sec. 1009.6 says, "No public school student shall because of his race, creed, or color, be assigned to or be required to attend a particular school."

This section became law on November 8, 1972, but many of you have ignored this law and according to the press I note that many of you are saying that you will wait to see what the court says before you take any action.

According to the brief filed by the NAACP in the Sacramento Superior Court, the attorney asked the courts to mandate the Sacramento Unified School District to eliminate racial imbalance, declare Proposition 21 unconstitutional in that it violates the 14th Amendment to the U.S. Constitution, and the petitioners asked that federal funds be withheld from the Sacramento schools where the racial imbalances continue.

Page 3 of the decision says: "...That the first, second and third causes of action do not state facts sufficient to constitute a cause of action against respondents."

The only question before the court is whether or not Proposition 21 as passed by the people on November 7, 1972 is constitutional and particularly Sec. 1009.6 of the Education Code.

The court ruled (Pages 9 & 10), "...Finally, it is not the function of the courts to determine whether the People's action in Proposition 21 was wise or foolish. Our only function is to determine whether it is constitutional. This court finds that it is. (emphasis added)

Open letter to Wilson Riles, et al.

Judge Babich said on Page 3: "...In going through the arguments presented by the petitioners, the Court must keep in mind many cardinal rules of interpretation. The exercise of the power of the initiative and referendum is the exercise by the People of a power reserved to them, rather than of a right granted to them." (emphasis added)

During the heated debate on the floor of the Assembly and throughout the campaign for Proposition 21, I heard many learned people state that Proposition 21 was unconstitutional because it unlawfully covered more than one subject. And the court ruled (Page 5) "...A reading of Proposition 21 shows that it deals only with one subject--pupil assignment. Accordingly, it satisfies our Constitution in this regard."

Another issue raised by the opponents of Proposition 21 was that the courts had already declared similar language unconstitutional and even went on to erroneously quote from the Charlotte-Mecklenburg case. This point was so ridiculous and proved that many of the legislators did not even bother to read what the U.S. Supreme Court said on this issue.

Judge Babich put it very well (Page 8), when he said, "Most persuasive, however, is the language of Mr. Chief Justice Burger in *Swann v. Charlotte-Mecklenburg Board of Education*, 402 U.S. 1, 23:

"...The constant theme and thrust of every holding from *Brown I* to date is that state-enforced separation of races in public schools is discrimination that violates the Equal Protection Clause. The remedy commanded was to dismantle dual school systems." (emphasis added)

As of today, I am asking the Auditor General to audit all costs in each school district as to the involvement of assignment of students according to race, color or creed.

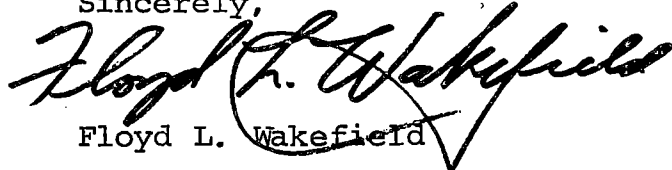
In view of the foregoing, is it prudent to sit around and state you will take a "wait and see" attitude as to what the courts will decide?

This letter is to advise you that I expect you to obey the law as mandated through Proposition 21 on November 7 and upheld by the Sacramento Superior Court on February 23, 1973.

We, the people, intend to take court action on any violation of this new Education Code. We will expect each of you who continues to violate the law, to be responsible for all funds which have been misappropriated.

Our first hurdle is over and the decision handed down by Judge Babich is well written and thoroughly researched. I suggest you read the enclosed decision.

Sincerely,


Floyd L. Wakefield

FLW:nc
enclosures

FEB 23 1972

W. M. DUNLEY, County Clerk
By J. L. HAGAN, Deputy

IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SACRAMENTO

NATIONAL ASSOCIATION FOR THE)
ADVANCEMENT OF COLORED PEOPLE,)
A Corporation; LOBLASONE MASON) NO. 228896 DEPT. 6
and ERMAJEAN MASON, Minors, by)
and through ERMAN J. MASON, their)
Guardian ad Litem, and all others)
similarly situated,) MEMORANDUM OPINION
Petitioners,)
vs.)
SACRAMENTO CITY UNIFIED SCHOOL)
DISTRICT, SACRAMENTO BOARD OF)
EDUCATION,)
Respondents.)

This matter comes before the Court as a result of the enactment of Section 1009.6 of the Education Code by Proposition 21 at the November 7, 1972 General Election.

The Camelia Elementary School in the Sacramento City Unified School District has a student body that is 80.9% black. The minor petitioners herein are black. In their first cause of action they ask the Court to mandate the Sacramento Board of Education to eliminate this racial imbalance per the requirements of Section 5003, et seq. of the Education Code and Sections 14020, et seq. of Title 5 of the California Administrative Code which have to do with balancing the races attending California schools.

1 In their second cause of action petitioners ask the Court
2 for declaratory relief by declaring Proposition 21, now
3 California Election Code 1009.6, unconstitutional in that it
4 violates the 14th Amendment to the U. S. Constitution and laws
5 of the State of California.

6 Proposition 21 reads as follows:

7 "Proposed Law

8 Section 1. Section 1009.6 is added to the Education
9 Code, to read:

10 1009.6. No public school student shall,
11 because of his race, creed, or color, be as-
12 signed to or be required to attend a particu-
13 lar school.

14 Section 2. Section 5002 of the Education
15 Code, as added by Chapter 1765 of the Stat-
16 utes of 1971, is repealed.

17 5002. It is the declared policy of the Leg-
18 islature that persons or persons responsible
19 for the establishment of school attendance
20 centers or the assignment of pupils thereto
21 shall prevent and eliminate racial and ethnic
22 imbalance in pupil enrollment. The preven-
23 tion and elimination of such imbalance shall
24 be given high priority in all decisions relating
25 to school sites, school attendance areas, and
26 school attendance practices.

27 Section 3. Section 5003 of the Education
28 Code, as added by Chapter 1765 of the Stat-
29 utes of 1971, is repealed.

30 5003. (a) In carrying out the policy of
31 Section 5002, consideration shall be given to
32 the following factors:

33 (1) A comparison of the numbers and per-
34 centages of pupils of each racial and ethnic
35 group in the district with their numbers and
36 percentages in each school and each grade.

37 (2) A comparison of the numbers and per-
38 centages of pupils of each racial and ethnic
39 group in certain schools with those in other
40 schools in adjacent areas of the district.

41 (3) Trends and rates of population changes
42 among racial and ethnic groups within the
43 district, in each school, and in each
44 grade.

45 (4) The effects on the racial and ethnic
46 composition of each school and each grade of
47 alternate plans for assigning or enrolling
48 school sites, or for establishing or altering
49 school attendance areas and school attendance
50 practices.

51 (5) The governing board of each school
52 district shall periodically, at such time and in
53 such form as the Department of Education
54 shall prescribe, submit statistical information to
55 enable a determination to be made of the
56 numbers and percentages of the various racial
57 and ethnic groups in every public school under
58 the jurisdiction of each such governing
59 board.

60 (6) For purposes of Section 5002 and this
61 section, a racial or ethnic imbalance in in-
62 struction in a school if the percentage of pupils
63 of one or more racial or ethnic groups differs
64 significantly from the districtwide percentage

65 (d) A district shall study and consider
66 plans which would result in alternative pupil
67 distributions which would remedy such an
68 imbalance upon a finding by the Department
69 of Education that the percentage of pupils
70 of one or more racial or ethnic groups in a
71 school differs significantly from the district-
72 wide percentage. A district undertaking such
73 a study must consider among feasibility fac-
74 tors the following:

75 (1) Traditional factors used in site selec-
76 tion, boundary determination, and school or-
77 ganization by grade level.

78 (2) The factors mentioned in subdivision
79 (a) of this section.

80 (3) The high priority established in Sec-
81 tion 5002.

82 (4) The effect of such alternative plans on
83 the educational programs in that district.

84 In considering such alternative plans the
85 district shall evaluate the total educational
86 impact of such plans on the pupils of the
87 district. Reports of such a district study and
88 resulting plans of action, with schedules for
89 implementation, shall be submitted to the De-
90 partment of Education for its acceptance or
91 rejection, at such time and in such form as
92 the department shall prescribe. The depart-
93 ment shall determine the adequacy of circum-
94 stantive district plans and implementation
95 schedules and shall report its findings as to
96 the adequacy of alternative district plans and
97 implementation schedules to the State Board
98 of Education. A summary report of the find-
99 ings of the department pursuant to this sec-
100 tion shall be submitted to the Legislature each
101 year.

102 (5) The State Board of Education shall
103 adopt rules and regulations to carry out the
104 intent of Section 5002 and this section.

105 Section 4. The provisions of Article 3
106 (commencing with Section 14020) of Chapter
107 1 of Division 13 of Part 1 of Title 5 of the
108 California Administrative Code, as printed
109 on January 1, 1972, relating to attendance
110 areas and practices, shall have no force and
111 effect.

112 Section 5. If any provision of this act
113 or the application thereof to any person or
114 circumstances is held invalid, such invalidity
115 shall not affect other provisions or applica-
116 tions of the act which can be given effect
117 without the invalid provision or application,
118 and to this end the provisions of this act
119 are severable."

120 In their third cause of action the petitioners ask the
121 Court for an injunction preventing the Sacramento City Unified
122

1 School District from receiving Federal funds while the racial im-
2 balance continues at Camelia Elementary School.

3 The respondents demurred as follows:

4 That the first, second and third causes of action do not
5 state facts sufficient to constitute a cause of action against
6 respondents.

7 That Paragraph XI of the first cause of action is un-
8 certain in that it cannot be ascertained therefrom, how or in
9 what manner the educational development of students will be
10 retarded because of alleged racial imbalance.

11 That there is a nonjoinder of the United States of America
12 as a party respondent in the third cause of action.

13 By agreement of the parties, the Court allowed the filing
14 of a copy of the Amicus Curiae Brief of William T. Bagley in the
15 case of Santa Barbara School District v. Mullin, No. LA 30054,
16 which is presently before the State Supreme Court.

17 No allegations are made in the petition that there is
18 any de jure segregation in the Sacramento City Unified School
19 District.

20 The question before the Court is whether or not
21 Proposition 21 as passed by the People in the November 7, 1972
22 election is constitutional and, in particular, Education Code
23 Section 1009.6.

24 In going through the arguments presented by the petition-
25 ers, the Court must keep in mind many cardinal rules of inter-
26 pretation. The exercise of the power of initiative and
27 referendum is the exercise by the People of a power reserved to
28 them, rather than of a right granted to them. ^{1/} (Ley v.
29 Dominguez, 212 C. 537; Blotter v. Farrell, 42 C. 2d 804.)

30
31 1/ See Cal. Jur. 2d Initiative, Referendum--State Elections,
32 Section 2.

///

1 In his inaugural address January 4, 1911, the great
2 reformer Hiram Johnson stated: "And while I do not by any means
3 believe the initiative, the referendum, and the recall are the
4 panacea for all our political ills, yet they do give to the
5 electorate the power of action when desired and they do place
6 in the hands of the people the means by which they may protect
7 themselves." (54 CLR 1717) In other words, the People, by the
8 enactment of initiative and referendum laws, simply withdraw
9 from the Legislature and reserve to themselves the right to
10 exercise a part of their inherent legislative power.^{2/} (Dwyer v.
11 Berkeley, 200 C. 505.) Accordingly, the provisions of the
12 Constitution governing the exercise of the initiative and
13 referendum are to be construed so as to render effective this
14 reservation of power by the people. (McClure v. Nye, 22 CA 2d
15 248.) Similarly, statutory provisions which deal with either
16 the initiative or the referendum are to be given this same
17 liberal construction as that placed on the election statutes
18 generally. (Ley v. Dominguez; Blotter v. Farrell, supra.)
19 However, although all doubt as to the interpretation of pertinent
20 legislative provisions concerning the initiative must be re-
21 solved if possible in favor of the right, the interpretation
22 adopted must be reasonable. (Epperson v. Jordan, 12 C. 2d 61;
23 Gage v. Jordan, 23 C. 2d 794.)

24 The powers of initiative and referendum, which the People
25 reserve to themselves under Section 1 of Article 4 of the
26 Constitution of this State, are to be afforded a liberal con-
27 struction in favor thereof. (Pacific Rock & Gravel Co. v. City
28 of Upland, 67 C. 2d 666, 668.) All presumptions and intendments
29 favor the validity of a statute and mere doubt does not afford

30
31 2/ Greenberg, the Scope of the Initiative and Referendum in
32 California (1966), 54 CLR 1717.
 ///

1 sufficient reason for a judicial declaration of invalidity.
2 Statutes must be upheld unless their constitutionality clearly,
3 positively and unmistakably appears. (Lockheed Aircraft Corp. v.
4 Superior Court, 28 C. 2d 481, 484.)

5 With these rules in mind, let us consider each of these
6 arguments presented by the petitioners.

7 A. PROPOSITION 21 UNLAWFULLY COVERED MORE THAN ONE SUBJECT.

8 Here the petitioners relied on Article 4, Section 22(d) of
9 the California State Constitution which states:

10 "An initiative measure embracing more than one subject
11 may not be submitted to the electors or have any effect."

12 A reading of Proposition 21 shows that it deals only with
13 one subject--pupil assignment. Accordingly, it satisfies our
14 Constitution in this regard.

15 B. SECTIONS 2 AND 3 OF PROPOSITION 21 WERE NOT PROPER SUBJECTS
16 FOR AN INITIATIVE.

17 Petitioners citing Article 4, Section 22(a) and Section
18 23(a) of the California State Constitution have asserted that the
19 People are limited thereby by amending or repealing legislation
20 enacted by the Legislature.

21 Article 4, Section 22(a) reads as follows:

22 "The initiative is the power of the electors to propose
23 statutes and amendments to the Constitution and to adopt or
24 reject them."

25 Article 4, Section 23(a) reads as follows:

26 "The referendum is the power of the electors to approve
27 or reject statutes or parts of statutes..."

28 Petitioners argue that since the time the referendum
29 passed, the people could not by initiative repeal an act of the
30 Legislature.

31 Petitioners admit that an initiative may be proposed and
32 qualified for the ballot at any time., No one would argue that

1 once the time for referendum has passed that the People can never
2 repeal legislation by an initiative. The power to legislate
3 necessarily implies the power to amend or repeal. (Blotter v.
4 Farrell, supra.) The People having the right to legislate also
5 have the right to repeal. There is no valid reason why the
6 People cannot use the initiative once the time for referendum has
7 passed. Accordingly, petitioners' argument fails.

8 C. SECTION 4 OF PROPOSITION 21 WAS NOT A PROPER SUBJECT FOR
9 AN INITIATIVE.

10 Petitioners argue that Section 4 of Proposition 21 pur-
11 ports to repeal Sections 14020 and 14021 of Title 5 of the
12 California Administrative Code. They argue that these sections
13 contain certain rules adopted by the State Board of Education for
14 furtherance of duties assigned to it by the Legislature and as
15 result they are purely administrative matters and therefore im-
16 proper subjects for an initiative. (Housing Authority v. Super
17 Ct. (1950) 35 C. 2d 5501.)

18 The traditional definition of administrative acts is as
19 follows:

20 Administrative acts are those assigned to the executive
21 branch which are necessary to be done to carry out legislative
22 policies and purposes already declared by the legislative body
23 (McKevitt v. City of Sacramento, 55 C.A. 117, 124.)

24 Section 5003(e) of the Education Code reads as follows

25 "The State Board of Education shall adopt rules and
26 regulations to carry out the intent of Section 5002 and this
27 section."

28 Thus, this is actually a delegation of legislative power
29 to the State Board of Education and therefore Section 4 of
30 Proposition 21 actually is legislation rather than an admini-
31 strative act and therefore subject to the initiative process.
32 (See Greenberg, The Scope of The Initiative and Referendum in
33 California, The Scope of The Initiative and Referendum in

1 California, 54 CLR 1734.)

2 D. SECTION 1009.6 OF THE EDUCATION CODE, IF ENACTED BY
3 PASSAGE OF PROPOSITION 21, IS UNCONSTITUTIONAL.

4 This constitutional question is presently before the
5 U. S. Supreme Court and the California Supreme Court for
6 decision. The Courts have yet to rule.

7 Any discussion on this question must start with Brown v.
8 Board of Education (1954) 98 L. Ed. 873. Both sides to this
9 action cite Brown so the problem can be said to be: What does
10 Brown say?

11 Petitioners take the view that Brown outlaws any segre-
12 gation in the public schools--de jure or not.

13 Respondents take the position that Brown speaks only of
14 de jure segregation and that if Education Code Section 1009.5
15 was passed immediately after Brown, no one would quarrel with it.

16 Briggs v. Elliot, 132 Fed. Supp. 776, 777, sheds some
17 light. It states:

18 "***it is important that we point out exactly what the
19 Supreme Court has decided and what it has not decided in this
20 case. It has not decided that the federal courts are to take
21 over or regulate the public schools of the states. It has not
22 decided that the states must mix persons of different races in
23 the schools or must require them to attend schools or must
24 deprive them of the right of choosing the schools they attend.
25 What it has decided, and all that it has decided, is that a state
26 may not deny to any person on account of race the right to
27 attend any school that it maintains. This, under the decision
28 of the Supreme Court, the state may not do directly or in-
29 directly; but if the schools which it maintains are open to
30 children of all races, no violation of the Constitution is
31 involved even though the children of different races volun-
32 tarily attend different schools, as they attend different
churches. Nothing in the Constitution or in the decision of
the Supreme Court takes away from the people freedom to choose
the schools they attend. The Constitution, in other words,
does not require integration. It merely forbids discrimination.
It does not forbid such segregation as occurs as the result of
voluntary action. It merely forbids the use of governmental
power to enforce segregation. The Fourteenth Amendment is a
limitation upon the exercise of power by the state or state
agencies, not a limitation upon the freedom of individuals."

31 In Gomperts vs. Chase, 329 Fed. Supp. 1192, 1195
32 (California) the Court stated:

1 "In order to find jurisdiction sufficient to warrant
2 the interference by this court with the activities of a duly
3 elected school board, it is first necessary that the plaintiffs
4 establish not only that there is racial imbalance as between
5 the schools of the district, but also that such segregation has
6 been planned, encouraged, fostered, designed, or in some way
7 created by law or by administrative action under color of law.
8 Brown v. Board of Education, 347 U.S. 403, 74 S. Ct. 686,
9 teaches that when a state segregates children in public schools
10 solely on the basis of race, the fourteenth amendment rights of
11 the segregated children are violated. This falls far short,
12 however, of prohibiting the maintenance of racially unbalanced
13 schools, as the product of neighborhood mix or otherwise, where
14 that imbalance exists under the laws or school board activity
15 which is racially neutral. (Citations)"

16 In refusing a preliminary injunction pending appeal on
17 this case Justice Douglas stated:

18 "The remedies, if any, that are available where school
19 segregation is de facto and not de jure are not yet clear."
20 He also stated that had the case been one of de jure segregation
21 he would have no hesitancy in granting the injunction. (Gomperts
22 v. Chase, 30 L. Ed. 30 (1971)).

23 Most persuasive, however, is the language of Mr. Chief
24 Justice Burger in Swann v. Charlotte - Mecklenburg Board of
25 Education, 402 U. S. 1, 23:

26 "...The constant theme and thrust of every holding from
27 Brown I to date is that state-enforced separation of races in
28 public schools is discrimination that violates the Equal
29 Protection Clause. The remedy commanded was to dismantle dual
30 school systems.

31 - "We are concerned in these cases with the elimination
32 of the discrimination inherent in the dual school systems, not
33 with myriad factors of human existence which can cause discrimi-
34 nation in a multitude of ways on racial, religious, or ethnic
35 grounds. The target of the cases from Brown I to the present
36 was the dual school system. The elimination of racial discrimi-
37 nation in public schools is a large task and one that should not
38 be retarded by efforts to achieve broader purposes lying beyond
39 the jurisdiction of school authorities. One vehicle can carry
40 only a limited amount of baggage. It would not serve the im-
41 portant objective of Brown I to seek to use school desegregation
42 cases for purposes beyond their scope, although desegregation of
43 schools ultimately will have impact on other forms of discrimi-
44 nation. We do not reach in this case the question whether a
45 showing that school segregation is a consequence of other types
46 of state action, without any discriminatory action by the school
47 authorities, is a constitutional violation requiring remedial
48 action by a school desegregation decree. This case does not
49 present that question and we therefore do not decide it.

50 "Our objective in dealing with the issues presented by

1 these cases is to see that school authorities exclude no pupil of
2 a racial minority from any school, directly or indirectly, on
3 account of race; it does not and cannot embrace all the problems
of racial prejudice, even when those problems contribute to dis-
proportionate racial concentrations in some schools...."

4 Petitioners cite two cases where the U. S. Supreme Court
5 struck down language similar to Education Code Section 1009.5 as
6 unconstitutional. (North Carolina Board of Education v. Swann,
7 402 U.S. 403 (1971); Alabama v. U.S., 314 Fed. Supp. 1319 (1970).

8 However, as respondents point out, these cases dealt with
9 a dual school system situation and not a unitary system as in
10 this matter.

11 Petitioners cite San Francisco Unified School District v.
12 Johnson, 3 C. 3d 967, a 4 - 3 decision, to uphold their position
13 that any type of segregation is unconstitutional.

14 However, the case upon which the majority substantially
15 relied was a Federal District Court case. (Keyes v. School
16 District No. 1, Denver, Colorado [D. Colo. 1973] 313 F. Supp. 61,
17 82.) After Johnson came down this case was reversed by the
18 Circuit Court of Appeals in Keyes v. Denver School District No.1,
19 445 Fed. 2d 990, Cert. Granted 404 U.S. 1036, 92 S. Ct. 707.
20 Johnson was cited as precedent therein at page 1004. Thus, the
21 Circuit Court of Appeals, in effect, caused Johnson to lose its
22 value as a precedent in a U. S. constitutional issue case.

23 Finally, it is not the function of the Courts to determine
24 whether the People's action in Proposition 21 was wise or fool-
25 ish. 3/ Our only function is to determine whether it is

26
27 3/ "... As the periodic assaults on the initiative and referendum
28 arise and fade, it is hoped that the courts will resist urgings
29 to use judicial powers to circumscribe these institutions. While
30 the initiative and referendum may not fit into a given philoso-
31 pher's democratic model, and while these powers, may, like any
others, be misused from time to time, one would hope the courts
will not fall prey to the elitist argument that the people do not
know what is best for them and therefore need someone else to
tell them...." (Greenberg, The Scope of The Initiative and
32 Referendum in California (1966) 54 CLR 1717).

1 constitutional. This Court finds that it is.

2 Demurrers to the first, second and third causes of action
3 for failing to state a cause of action are sustained with leave
4 to amend within ten (10) days.

5 Demurrer to Paragraph XI of the first cause of action as
6 to uncertainty is sustained with leave to amend within ten (10)
7 days.

8 Demurrer to third cause of action for nonjoinder of
9 parties is sustained with leave to amend within ten (10) days.

10 DATED:

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13 JUDGE OF THE SUPERIOR COURT
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*Farahworkers
(Minorities)*



CHARTERED BY: American Federation of Labor and Congress of Industrial Organization

Los Angeles County FEDERATION of LABOR, AFL-CIO

2130 WEST NINTH STREET
LOS ANGELES, CALIFORNIA 90006
Telephone: (213) 381-5611

SIGMUND ARYWITZ

EXECUTIVE
SECRETARY-TREASURER



February 8, 1974

Honorable Julian C. Dixon, Member
California Assembly
State Capitol
Sacramento, California 95814

Dear Assemblyman Dixon:

As an important leader in our community, as well as a concerned person with strong feelings about social injustice and human rights, you're no doubt already well aware of the plight of the 3,000 Mexican-American workers striking against the illegal labor practices of the Farah Manufacturing Company ... striking for the right to live and work as dignified human beings.

Thanks to the widespread support of the American Trade Union Movement, as well as distinguished civic and religious leaders all over the country, the impact of the boycott of Farah products is being powerfully felt through the United States, and in other countries as well.

The strikers are courageous in their determination to win their struggle for dignity. But still more help is needed if they are to realize their goals.

Your help is urgently needed.

The week of March 11-15 has been designated "Help the Farah Strikers" Week, and a vital part of this activity will be the collection of food, new clothing and toys for the strikers and their families. The program is being launched simultaneously in fifty cities around the nation.

May we add your name to the list of distinguished citizens in this area supporting the "Help the Farah Strikers" campaign?

The names of this committee will be used in publicizing the "Help the Farah Strikers" Week to show the quality and nature of community response to this campaign. Please fill in the attached postcard and drop it in the mail. Because of the shortness of time I would appreciate an immediate response.

Sincerely,

SIGMUND ARYWITZ
Executive Secretary-Treasurer

SA/bn
opeiu30afl-cio
Enclosure (1)



WESTERN CONFERENCE OF TEAMSTERS AGRICULTURAL WORKERS ORGANIZING COMMITTEE

MAIN OFFICE — SALINAS
30 Hitchcock Road • P. O. Box 1569
Salinas, California 93901
(408) 455-1852



EL CENTRO
P. O. Box 1931
649 N. 3rd
El Centro, Ca. 92243
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FRESNO
4595 E. Jensen
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INDIO
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SANTA MARIA
117 W. Bunny St.
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ARVIN
P. O. Box 193
529 Bear Mt. Blvd.
Arvin, Ca. 93203
(805) 854-2489

DELANO
1105 Glenwood
Delano, Ca. 93215
(805) 725-4202

February 25, 1974

FOR IMMEDIATE RELEASE:

A Teamsters Union official today took issue with George Meany's prediction of more violence this spring in California's vineyards.

William Grami, Director of the Teamsters Agricultural Workers Organizing Committee, said Meany's statement made during an AFL-CIO Executive Board meeting in Miami, gave tacit approval to the "violence perpetrated by Cesar Chavez and the United Farm Workers of America."

"They are warning the public about the possibility of violence," Grami said, "but they are not taking precautions to insure that violence will not occur."

The Teamsters, on the other hand, are attempting to avert violence by making law enforcement agencies aware of the powder keg ramnification of picket lines manned by supporters of the UFWA.

"We have urged the Governor, members of the clergy, and other interested groups to send impartial observers into the harvest area to determine who is responsible when violence occurs," Grami said. Grami pointed out that the Teamsters will not send in security people into the fields as long as law enforcement agencies can adequately protect Teamster members.

"The so-called strike will be no more effective than it was last year when a bumper grape crop was harvested by the Teamsters," Grami noted.

"Responsibility for violence will have to be assumed by Chavez," Grami said.

Meany Predicts Trouble In Farm Labor Dispute

From New York Times and Times-Post News Services

MIAMI BEACH — AFL-CIO President George Meany warned Friday that he expects more violence on California farms this summer "when the Teamsters and growers bring in their goons and try to do everything in their power to beat down the farm workers."

It was one of Meany's toughest statements yet in the prolonged farm labor controversy, but Meany also was sharply critical of Caesar Chavez's AFL-CIO United Farm Workers of America.

Meany firmly rejected an appeal from Chavez for AFL-CIO help in boycotting Gallo wines, saying, "We're not going to boycott a product like that."

No Secondary

The AFL-CIO is willing to approve a product boycott of California grapes and lettuce, "but not a secondary boycott which would work to the detriment of the winery workers, or the meat cutters, or the retail clerks."

"It's one thing for us to call for consumers not to buy a particular product which is non-union, but it is another thing for us to urge customers not to buy anything from a store which sells that product," Meany said.

Meany said he is "very pessimistic" about the UFWA because "after all, it was Chavez's own people who went to work behind picket lines in Coachella last year, and that didn't indicate much support from the workers there for Chavez."

"I'm not saying this was generally true, but it certainly was a problem. That situation in Coachella was almost a disaster."

The farm workers union claims that even when its members do work behind picket lines, they do so because they are forced by economic circumstances to continue on the job despite strike action.

The UFWA also says

most workers who did continue to work last summer in Coachella Valley vineyards actually were not union members, but were strike breakers made up of non-union people "rounded up by Teamster goons," a UFWA spokesman said.

Oil Nationalization

The federation's executive council, which is holding its winter meeting here, agreed Friday to consider holding a special meeting in Washington, DC, within the next few weeks, calling for nationalization of the oil industry.

The proposal for a takeover of the oil industry was not included in the resolution on "the energy emergency" passed by the executive council and made public.

However, Meany proposed consideration of the special meeting to draw up a nationalization program and his suggestion unanimously was accepted by members of the council, according to witnesses at the meeting.

In its official statement, the executive council charged "the truth about the energy emergency is hidden from the public by the veil of secrecy of the giant oil companies."

The executive council called for adoption of a number of measures to deal with the energy crisis and help preserve jobs and living standards.

Failure to set controls for farm labor scored

FRESNO (AP) — Community law enforcement officers, seeking ways to avoid new farm labor strife, charge some California legislators with "irresponsible refusal" to enact controls.

Officers of 14 counties and 12 cities criticized the legislature Friday for failing "to enact effective farm labor legislation" although secret ballot election bills have been considered for several years.

The group learned that a bill is unlikely to be passed this year or next, said Fresno County Sheriff Melvin A. Willmirth in a prepared statement summarizing the two-day conference.

"The basic cause for strike line confrontation lies not with the laborer nor the farmer nor the police," Willmirth said. "It stems from the irresponsible refusal of key representatives in Sacramento to openly and candidly consider corrective legislation that will be fair and equitable to all concerned with the agricultural industry."

The statement did not name specific legislators.

The group met here to seek ways to avoid the mass arrests and often-violent confrontations of the summer of 1973 when the United Farm Workers of America struck growers who refused to renew contracts and signed instead with the Teamsters union.

"We've heard that strife will start at the bottom of the state and go all the way up this year," said Gene Gomes, a Fresno County deputy district attorney. The UFW began striking Imperial Valley asparagus growers this week.

Teamsters and farmers' representatives addressed the officers by invitation but the UFW declined to appear, saying its officials

were too busy.

Those attending agreed to seek standard injunctions limiting picketing to avoid the type of "confusion and resentment" that led to mass arrests of UFW pickets last year, Willmirth said.

"It is felt that some level of restraint could be arrived at that would be satisfactory to both the labor unions and the farm interests," he said.

The prepared statement added that all officers present "agreed that law enforcement must continually maintain a totally neutral posture, regardless of any provocations."

Canadian churchmen startled

Chavez union may lose Coachella contracts

By DICK LYNEIS

Press-Enterprise Staff Writer

COACHELLA — Canadian churchmen, here Sunday to get firsthand impressions of California's farm labor problems, were surprised to learn that the United Farm Workers of America (UFWA) is in danger of losing the two grape contracts it has left in the Coachella Valley.

The purpose of the clergymen's visit which, in a week's time will take from Calexico on the Mexican border and through the grape-growing regions of the Coachella Valley and central California, is to determine whether official support will be given by their churches to the grape boycott of Cesar Chavez' UFWA.

The churchmen represent the United Church of Canada, the Anglican Church of Canada, and the Roman Catholic Church.

The contracts the UFWA might lose this spring are at K. K. Larson Vineyards, and at the David Freedman Co., operated by Lionel Steinberg.

Both Steinberg and Larson, as well as four other growers whose labor contracts went over to the rival Teamsters Union last April 15, told the church group that mismanagement of local UFWA hiring halls is driving farm workers, as well as the growers, over to the Teamsters.

"Instead of seasoned, experienced and mature farm workers," Steinberg told them, "their offices are run by angry young people from the outside who don't understand the problems of Mexican-American families and the growers."

Steinberg and Larson, as well as several farm workers who are now working at Teamster-contract vineyards, said that, despite a UFWA convention decision to abandon the practice, Chavez' union still is forcing farm laborers to pay back union dues in order to get work.

They were also told that the UFWA is "blackballing" laborers who, after leaving the UFWA jobs in the Coachella Valley last July, later went to work for Central Valley growers with Teamster contracts.

If the UFWA doesn't allow these laborers to work for them this spring, Larson and Steinberg said, they will be unable to harvest this year's grape crop.

"I'm very close to an impasse with Chavez right now," said Steinberg, whose one-year UFWA contract expires on April 15, about a month before the harvest begins.

"If I don't get this crop picked," he said, "I could be bankrupt."

Steinberg, who on April 1, 1970, became the first table grape grower to sign with the UFWA, said he has

told Chavez about his concern that he won't have an adequate work force later this spring when he'll need 800 laborers.

"My reply from Cesar," he said, "was that, since he says that I already have Teamster organizers in my fields, and because of the way I feel, why don't I tear up the (UFWA) contracts?"

Both Steinberg, who is the largest individual grower in the Coachella Valley, and Larson said that, although neither of them has been approached by the Teamsters, they're sure that Teamster organizers have been in their fields talking to their workers.

Larson conducted Sunday's tour of the church group which took them to two Teamster-contract vineyards, owned by George Melikian and Richard Bagdasarian, where they talked to Teamster farm workers; to Our Lady of Soledad Catholic Church, in Coachella, where they talked to the pastor, Fr. Richard Humphrys, who heads a commission of San Diego diocesan Catholic priests making their own study of the farm labor situation; to the UFWA hiring hall, where they talked to a cadre of UFWA members; and finally, in the late afternoon, to Steinberg's office in nearby Thermal.

At the Bagdasarian farm labor camp, the churchmen heard laborers explain their preference for the Teamsters. The most frequently mentioned reasons were being able to work at a single ranch, rather than having their families divided up by the UFWA on the basis of seniority

and sent to different vineyards; having better health insurance; being eligible for unemployment insurance; and not being required to pay back dues.

At the hiring hall, UFWA organizer Maximo Huerta said the union is

working out a program in which laborers, who had to pay back dues since last year's harvest, will get refunds if they apply for them. On the question of whether Chavez' union might blackball certain workers who labored in Teamster vineyards, he

said that decision "will be made by the entire union membership."

The only serious verbal disagreement during the day came in the rectory of Our Lady of Soledad Church where Fr. Humphrys found himself (See CHAVEZ, Page B-2) (over)



Lionel Steinberg, left, the Coachella Valley's largest table grape grower, talked Sunday with the Rev. Francis Cook, center, a representative of the Toronto Conference, United Church of Canada; and Msgr. George Hig-

gins, Washington, D.C., secretary for research for the U.S. National Conference of Catholic Bishops, the Rev. Brad H. Massman, director of social action for the Catholic Archdiocese of Toronto.

THE DAILY ENTERPRISE

County Page

Monday, February 18, 1974

Riverside, Calif.

B-1

Chavez union may lose contracts . . .

(Continued from Page B-1)

in a debate with the only American on the tour, Msgr. George G. Higgins of Washington, D.C., secretary for research for the (U.S.) National Conference of Catholic Bishops.

A close ally of Chavez, Msgr. Higgins reacted heatedly to Fr. Humphrys' statements that a study by the Mexican-American Commission of the San Diego Diocese has shown that a large number of farm workers freely chose the Teamsters last year, and that the commission favors elections that would allow the workers to express their labor preference.

Msgr. Higgins said that all election bills that have been introduced in the California legislature "go way beyond just elections — they also outlaw strikes at harvest time, and outlaw the secondary boycott.

"If the farm workers out here really don't want Chavez," he said, "let's have free elections and find out."

Growers and the Teamsters in the past have favored that elections be held by the National Labor Relations Board (NLRB), under terms of

the National Labor Relations Act, which presently excludes farm labor. Chavez has opposed NLRB elections because he doesn't want farm labor to come under the national law which outlaws the secondary boycott, which is the UFWA's major tool against the growers. The UFWA's secondary boycott is the picketing of stores that sell produce harvested by Teamster workers.

Fr. Humphrys surprised the group by telling them that, starting Tuesday, his commission will begin circulating petitions among growers which call for "immediate state-run free elections to resolve the issue of which union workers want to be represented by." He said the petitions calls for "free elections and nothing else."

In response to a question, the Canadian churchmen and Msgr. Higgins agreed that, although all of them are sympathetic to Chavez, they could no longer support his grape boycott if the Teamsters were to win free elections.

"If Chavez were to lose a free election," said Fr. Robert Gaudet of

Montreal, "we would cut off our support for his boycott, but we would maintain our ideological support for what he's been trying to accomplish."

During the church rectory discussion, Larson said there were very few growers in the valley who wanted to see the Teamsters come in and take over the labor contracts, even among the growers who signed with the Teamsters.

"Is there anyone in this room," he asked, "who seriously thinks any of us wanted another grape boycott?" He said growers knew there would be a boycott, but still had to sign Teamster contracts because of petitions of farm workers who demanded it. He said that, because of the boycott, combined with a late harvest and increased costs, the average Coachella Valley grower lost one dollar on each box of grapes shipped out during 1973.

The Canadian church group consisted of Fr. Robert Madden, rector and superior of St. Basil's College, Toronto; Rev. Francis Cook, an official observer from the Toronto Conference of the United Church of Canada; Sister Caroline Dawson, dean of

women, Loretto College, Toronto; Rev. Bob Cuyler, director of coordination for parish, community and social services, Diocese of Toronto, Anglican Church of Canada; Ross McClellan, lecturer, School of Social Work, University of Toronto; Fr. Gaudet, a delegate for Catholic Archdiocese of Montreal and Jesuit priests of Canada; Fr. Brad H. Massman (the tour organizer), director of social action for the Catholic Archdiocese of Toronto, and Bob Douglas, a journalist from the Toronto Star.

*Fair Employment
(Min.)*

RECRUITING DISCRIMINATION?

AIR DATE: MARCH 16, 1973

Some serious allegations were made this week before the Fair Employment Practices Commission about police and fire department recruiting practices. Four groups representing minorities claim Blacks, Chicanos and others are being discriminated against in police and fire department recruiting in 28 California cities. Those cities include Los Angeles, Long Beach, Pomona and Bakersfield, to name just a few.

There's little in any of the accusations that isn't accepted as gospel in the minority communities. And little that isn't automatically denied just as enthusiastically by the people who do the hiring for those departments.

The big difference is those sharply contrasting views could be one of time. What used to be true isn't true now. It's no secret that police and fire departments almost universally excluded nearly all minorities at one time. A physical requirement, for example, concerning chest expansion, once kept Blacks off fire departments just as effectively as a skin or eye color requirement. And some equally discriminatory barriers still stand here and there.

But we're convinced most of the racial and ethnic bars have long since been kicked over. And not just by public pressure. By the departments themselves, too.

The police and fire departments we've talked with are all actively recruiting and training minority people. Some say their departments are now over-doing minority hiring, just to make up for lost time.

They've all got a long way to go to bring the percentage of minority employees up anywhere near the minority population percentage of their communities, and that should be the goal, but we're convinced that in most departments, most of the phony barriers now are gone.

Today, the departments need minority candidates, not a recitation of their past sins.

#583

Broadcast times: 6:55PM and 1:15AM - March 19: 6:55AM

Time: 2:08



File
RONALD REAGAN
GOVERNOR

State of California
GOVERNOR'S OFFICE
SACRAMENTO 95814

*Fair Employment
(Minorities)*



Edue Univ

August 15, 1973

Mr. Leonard Carter
Director, Region I
NAACP
995 Market Street, 16th Floor
San Francisco, California 94103

Dear Leonard:

I have just read your disturbing and informative letter regarding the status of the employment of blacks by the University of California. It goes without saying that the data in the report you present cause me great concern.

As Governor, and as in my earlier responsibilities, it has always been my policy to first share my concerns with a Board of which I am a member and to explore with such a Board the problems and the possible solutions to them. I will share your letter and my concern with the Chairman of the Board of Regents so he may also give your report considerable thought.

I shall also explore the matter with the Regents themselves before making any determination regarding your request that I appoint a committee from outside the University system to investigate its employment practices.

You can be assured I will be in touch with you in the future regarding your findings and recommendations.

Sincerely,

Ronald Reagan
RONALD REAGAN
Governor



NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

SEVENTEEN NINETY BROADWAY •

NEW YORK, N. Y. 10019 • 212-245-2100

Please direct reply to:

Leonard Carter, Director
Region I
995 Market Street
16th Floor
San Francisco, Calif. 94103
415 - YU 6-6992

August 1, 1973

OFFICIAL REPORT BY THE NAACP, WESTERN REGION,
TO THE GOVERNOR: THE UNIVERSITY OF CALIFORNIA
IS VIRTUALLY WITHOUT BLACK REPRESENTATION

Dear Governor Reagan:

I am submitting to you this Official NAACP Report on the Status of blacks at the University of California because of your expressed concern for the welfare of this State's 1.8 million black citizens. As I am sure you are aware, California has surpassed Texas as the State with the second largest black population in the Nation. Unfortunately, the University of California, at both the academic and non-academic levels, has failed to reflect this growing black population and has failed to correct, in any effective fashion, past employment deficiencies.

THE REPORT

This report is specifically an outgrowth of my Formal Meeting with the President of the entire University system, Charles Hitch, on July 26, 1973.^{1/} At the Meeting the President acknowledged that the University had a poor black employment record, a record it could not possibly be proud of.

^{1/} Also at this meeting were my counsel, Robert Gnaizda, Esq., of Public Advocates, Inc., and the two University Vice-Presidents most directly concerned with affirmative action, Robert Johnson and John Perkins.

In our opinion this is an understatement. The University has a black employment record that would shame all but the State of Mississippi. It is a record of virtual exclusion of blacks. It is a record that cannot be accounted for by mere past discrimination. I am setting forth below a few unpublished and, in effect, suppressed statistics from the University's files that I think will prove helpful to you in evaluating the University's failure. (All these statistics were acknowledged as correct by the President at our meeting.)

1. Tenured Faculty All White: As of today, only 37 (00.9%) of the 4,274 tenured faculty are black. 2/
2. Little Hope For The Future: Only 25 (1%) of the 2,001 Research Assistants, almost all of whom were hired within the last two years, are black. Only 70 (2%) of the 3,464 Instructional Assistants (students) are black, despite all being hired within the last two years. These low percentages at the Research and Student Instructional Level are particularly inadequate since 5.7% of the graduate students at the University of California at the time of hiring were black and 9% of the State's population is black.
3. Non-Academic Employment Equally Poor: The University has compiled a substantial amount of statistics on non-academic level employment -- all show exclusion. The statistic that, perhaps, best highlights the University's inadequacy is that relating to craft positions. Only 55 (4%) of the 1,276 craftsmen employed by the University

2/ All the statistics set forth for blacks are equally applicable as to Mexican-Americans. For example, there are only 21 Spanish-American Professors and only 15 Spanish-American Associate Professors throughout the University system, despite Mexican-Americans being the largest minority in the State. (3,758,000 as of 1973 according to the Mexican-American Population Commission Report of June 1973.)

are black. (Similarly dismal statistics exist for Spanish-Americans -- only 62 are Spanish-American.) Even at the library level blacks are excluded. For example, only 10 (2%) of the 545 librarians are black.

4. Even The President Has Failed: None of the top one hundred (100) management personnel personally working for President Hitch is black and only two (2) of the top 250 management personnel within the entire University system are black. Thus, all decisions affecting blacks are made by whites including the pace of integration of faculty.

U. C. vs. University of Mississippi

Governor Reagan, I cannot believe that there is any University system outside Mississippi and, perhaps, Arkansas, that has a worse record at the faculty level, the student research level, or the non-academic employee level. Moreover, there is no large private institution in this State that has as poor an employment record. Thus, the University, which employs over 100,000 persons, has not only not led the way, but has, by its failures, discouraged creative leadership by industrial and governmental institutions.

In fact, segregated University faculties offer greater advantages to blacks -- that is, five times as many blacks were professors at segregated Alabama universities in the 1960's than are presently professors at the entire University of California system despite more blacks residing in California and despite the California system being ten times larger.

The Hitch Policies Have Not Worked, Will
Not Work, And Are Known To Be Unworkable

The University has taken the position that although its record is poor, the steps it is taking are adequate and therefore affirmative action need no longer be a high priority. Thus, the University has recently reorganized and downgraded affirmative action by making it a pure personnel matter outside the academic mainstream and not reportable to President Hitch.

Although we do not question the integrity of President Hitch, we do question the effectiveness of the programs he supports to correct past admitted inequities.

We do not, of course, expect that blacks will be adequately represented at all University levels within two or three years. However, we will not support a program that will not achieve parity for blacks before 2020 A.D., if then. (If you will examine the effect of program projections by the University, you will see that the 2020 projection is, in fact, conservative. That is, it is possible that the University will never achieve parity if it continues its present programs.)

Recommendations

There are many additional complaints that we might proffer and many recommendations that we might offer to correct past inequities. However, at this time all we seek is:

- a) to call to your attention that the black community does not support the policies of President Hitch in regard to black employment at either the non-academic or academic levels;
- b) that the black community requests specific and rigorous affirmative action;
- c) to respectfully request that you appoint, within thirty days, a committee selected from outside the University system, to commence an investigation by October 1, 1973, of the University's employment policies and that such Committee have plenary power to investigate, audit, and make recommendations and, further, that such recommendations be presented to you by no later than January 2, 1974; and
- d) this Report be submitted to the Legislature for appropriate remedial action.

Mexican-American Exclusion

I would also like to call to your attention at this time that what we have alleged regarding the exclusion of the black community by this Nation's leading public university is equally true in terms of the Mexican-American community. (See footnote for comparable statistics.)^{3/}

Conclusion

In conclusion, the black community has despaired of assistance from the University. Despite the integrity, sincerity, and, perhaps, personal commitment of President Hitch, the University is not capable of accomplishing equal opportunity on its own. We do not understand why the University, a leader in so many other fields, is so incapable in this field. But it is. Therefore, it is

urgent that you appoint this Committee within thirty days.

We would, of course, appreciate having an input re the structure of this Committee.

Thank you for your interest in this Report. The black community looks forward to your response by August 15th.

Respectfully submitted,

LEONARD CARTER
Regional Director,
Western Region

LC/mb

cc: President Charles Hitch
Vice President John Perkins
Vice President Robert Johnson

3/ Only 39 of the 2,001 Research Assistants are Spanish-American. Only 78 of 3,464 Instructional Assistants are Spanish-American; and only 62 of 1,276 craftsmen are Spanish-American.



NEWS

NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE

LEONARD H. CARTER
NAACP Regional Director

WEST COAST REGIONAL OFFICE:
995 Market St., 16th Floor, San Francisco, Ca. 94103
Phone: (415) 986-6992

36

FOR IMMEDIATE RELEASE

July 31, 1973

NAACP ATTACKS UNIVERSITY OF CALIFORNIA FOR DISCRIMINATION:
SEEKS INVESTIGATION BY GOVERNOR

On August 1, 1973 the NAACP Western Region, filed an Official Report, with Governor Ronald Reagan charging President Hitch and the University of California with discrimination in employment against blacks at the faculty, student employment level, and at all non-academic positions. The Report, which is attached hereto, contends that the University has a worse employment record than any institution except the University of Mississippi, and that segregated faculties in Alabama in the 1960's provided greater opportunities to blacks than does the present University of California system. For example, only 37 of the more than 4200 tenured faculty at the University are black, and only 4% of the craftsmen at the University are black. Moreover, despite 5.7% of all graduate students at the University being black, only 1% of the research assistants hired within the last two years is black. The Report further shows that none of the 100 top management persons reporting to President Hitch, (the persons who determine whether, in fact, the segregated institution is to be changed) are black.

The Report requests that the Governor appoint a Special Committee from outside the University, within 30 days, pursuant to his executive power, to investigate.

Leonard H. Carter, the Regional Director of the NAACP, who prepared the Report, stated:

"The University of California is a leader in virtually every field. It has decided, however, to permit equal employment opportunities for blacks to remain a low priority. It therefore has permitted even the Universities of Alabama and Georgia to surpass it in providing employment opportunities to blacks. At the present proposed rate, the University will achieve parity for blacks in 2020 AD. This is a situation that should shame the State officials, Regents, Legislators and University officials---it unfortunately has not. Therefore, we have asked the Governor to exercise his special executive prerogative and intervene in the operation of the University."

#####



NEWS

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

LEONARD H. CARTER
NAACP Regional Director

WEST COAST REGIONAL OFFICE:
995 Market St., 16th Floor, San Francisco, Ca. 94103
Phone: (415) 986-6992

36

FOR IMMEDIATE RELEASE

August 3, 1973

NAACP ATTACKS PROPOSAL FOR CENTER FOR THE STUDY OF VIOLENCE

The National Association for the Advancement of Colored People, Western Region has filed an Administrative Complaint before the California Council on Criminal Justice to prevent the allocation of approximately \$1,000,000.00 of taxpayers monies by the California Council for Criminal Justice and the State of California. The money is for the establishment of a Center for the Study and Reduction of Violence at UCLA. The NAACP requested that these funds be withheld unless and until (1) this Violence Center will operate under enforced safeguards to guarantee the protection of human subjects from dangerous abusive and cruel experimentation and (2) the nature and scope of each and every Violence Center project is both scientifically sound and potentially beneficial to the public interest. Mr. Leonard H. Carter, NAACP Regional Director stated, "we are all especially sensitive at this time to the outrageous experiments on black subjects in Alabama by injecting them with the syphilis venom and more recently the forced sterilization of black youngsters. In both cases there was state sanction of these illegal acts."

Joining the NAACP in this complaint are the Black Panther Party, National Organization for Woman, United Farmworkers Organizing Committee, Mexican American Political Association, Committee opposed to the Psychiatric Abuse of Prisoners Union and California Mental Health Coordinating Committee.

until one out of every five cases brought to the FEPC involves sex discrimination. A similar pattern is likely with age discrimination cases, he said.

The legal ban against discrimination because of age is not new to California law. Before last year, the Unemployment Insurance Code forbid such discrimination, with administration in the hands of the State Department of Human Resources Development. But the change to the FEPC adds the investigative and enforcement power of that body. The amendment was authored by Assemblyman Leo McCarthy of San Francisco, and others.

Meaney said complaints of age discrimination will be subject to the same procedure as those involving race, color, creed, national origin or sex. After docketing, each case will be investigated and, if evidence of discrimination is disclosed, attempts will be made to conciliate the case through conferences with the employer. In cases where evidence of discrimination is clear and no private conciliation can be reached, an accusation of discrimination will be made and the matter go to public hearing.

The FEPC enforces its findings through cease and desist orders, and orders to pay damages or wages lost as a result of the discriminatory act.

"All but a handful of our present cases are settled through the conciliation process," Meaney said, "We believe the same will be true of age discrimination cases."

The FEPC also administers the California law prohibiting discrimination in housing. It has offices in San Francisco, Los Angeles, Fresno, San Diego and Sacramento.

3/6/73

Fair Employment
GREATER LOS ANGELES COMMUNITY ACTION AGENCY (Min.)

314 WEST SIXTH STREET • LOS ANGELES, CALIFORNIA 90014 • PHONE 629-5511

March 12, 1974

Honorable Julian Dixon
Member California Legislature
Room 5164, State Capitol
Sacramento, California 95814

Dear Assemblyman Dixon:

Pursuant to your discussion of Friday, March 8, 1974, with Mr. Ernest Bailey, III, of my staff, I sincerely appreciate your continued interest in GLACAA and its programs. As previously discussed, this Agency has been summoned to appear in United States District Court as defendant in a suit jointly sponsored by Congressman Edward Roybal and Assemblyman Richard Alatorre, et al.

The aforementioned suit basically alleges that GLACAA is engaged in illegal and discriminatory employment practices against Mexican-Americans. The suit further alleges that GLACAA is in violation of Federal law with respect to the dispensation of program funds and continues to operate by a policy, and by practice, that excludes the participation of Mexican-American citizens. (See attached Summons and Brief, Attachment #1.)

I am taking the liberty to include pertinent GLACAA information and data for your review. It is my desire to introduce, herewith, those facts and statistics which are the latest on file in this Agency's Research Division.

The chronological arrangement of attachments submitted for your review is as follows:

2. Letter, dated March 1, 1974, from the Los Angeles Model Cities Center for Law and Justice, Mr. John Trapani and Gregory Moreno, Attorneys, advising GLACAA of their intention to seek legal action against this Agency.
- 2.(b) Letter dated March 1, 1974, from Mr. John Serrano, Chairman, Chicano Coalition, informing GLACAA of its intention to file a class action suit against this Agency.
3. Response to matter referred to herein as Attachment #2 from Reverend Felix Dancy, Chairman, GLACAA Board of Directors.
4. This information is an accumulation of the data on the Ethnicity of GLACAA Staff and Participants from 1971 through 1973, for non-OEO Programs. (Please also refer to Exhibit "B" in the legal brief

Honorable Julian Dixon
March 12, 1974
Page -2-

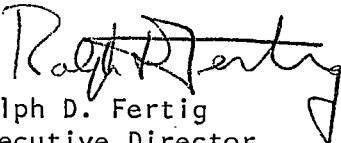
and notice the identical nature of both documents except that in the case of Exhibit "B" - the word non does not appear.)

5. Contains 1973 information relative to the following:
 - A. Funding by Poverty Planning Area.
 - B. Ethnicity of Staff and Participants for OEO funded programs.
 - C. Ethnicity for GLACAA staff through December, 1973
 - D. Ethnicity of Staff and Participants for all programs administered by GLACAA through our Delegate Agencies.

We fully anticipate that when the correct information and facts are made known to all concerned, the record will show that this Agency has made tremendous strides toward involving the entire Los Angeles community in our fight against poverty. Toward that end, I welcome your advice, counsel and any suggestions you find appropriate with regard to the subject matter.

Thank you for your continued support of our programs and efforts.

Yours truly,


Ralph D. Fertig
Executive Director

cc: Ernest Bailey, III

MODEL CITIES CENTER FOR LAW & JUSTICE

211 EAST BROOKLYN AVENUE
LOS ANGELES, CALIFORNIA 90032

TELEPHONE 412, 203-2090

March 1, 1974

Boyle
IN REPLY
PLEASE REFER TO

ROBERT H. PETER
EXECUTIVE DIRECTOR

John Trapani
Deputy Director

Reverend Felix Dancy
Chairman of the Board
Greater Los Angeles Community
Action Agency
314 West Sixth Street
Los Angeles, Ca 90014

RECEIVED

MAR 6 1974

EXECUTIVE OFFICE

Dear Reverend Dancy:

We are addressing this letter to you out of concern for a problem that has historically prevailed in the Chicano community. As you know, the path to full employment and promotional success is still a long and hard one to tread for the Chicano who has yet to find equal opportunity in this land which once was his only. But, it is even more incomprehensible that an institution such as GLACAA, which exists for the very purpose of relieving social and economic inequities, would engage in such discrimination.

In October 1971, the Chicano Staff of EYOA walked off the job protesting the discriminatory hiring practices of the Agency. This resulted in local and federal agencies co-operating in the restructuring of the Organization and the creation of a new joint powers (City-County) agreement from which GLACAA was formed. Part of that agreement was an Affirmative Action Plan which had been mandated by OEO. This Plan was adopted by the GLACAA Board in August, 1972. The employment goals of the Plan called for the following proportions of various ethnic groups to be hired within the Agency:

American Indian.....	5%
Anglo.....	20%
Asian.....	5%
Black.....	35%
Chicano.....	35%
Other.....	5%

Total 105%

Historically, the staffing pattern at GLACAA has been as follows:

Attch # 2

Reverend Felix Dancy

March 1, 1974

Page two

	<u>Dec 69</u>	<u>Aug 73</u>	<u>Dec 73</u>	<u>Jan 74</u>
Black	39%	47%	44.3%	44%
Mexican-American	19	21	22	22.4
Spanish Surname	--	2	3.3	3.4
Anglo	35	23	22.8	23.8
Asian	6	3.8	5.3	6.0
American Indians	--	.9	1.6	.9
Others	1	.9	.4	.5

These figures strongly indicate that there has been no effective implementation of the Plan to this date.

This situation, outrageous in itself, is compounded by the Agency's failure to implement other aspects of the Plan, such as, the formation of a Human Rights Committee, the hiring of an Equal Employment Officer, etc. Additionally, there is the repeated failure to follow established policies, such as the Fair Share Formula Plan.

Several individuals and organizations cooperating in the Chicano Coalition have contacted us to take the necessary steps to enforce those obligations which law and justice expect GLACAA to fulfill. To this end a lawsuit is being prepared to force GLACAA to immediately correct said injustice, or to force the closure of GLACAA in favor of an alternate method of funding Los Angeles County community action programs.

Very truly yours,

JOHN TRAPANI
Director of Litigation

GREGORY MORENO
Staff Attorney

City of Los Angeles, City Council

CHICANO COALITION

POST OFFICE BOX 852

LOS ANGELES CALIFORNIA, 90053

TELEPHONE (213) 264-5206

RECEIVED

MAR 01 1974

EXECUTIVE OFFICE

TO: All Chicano Coalition Members

DATE: March 1, 1974

FROM: John Serrano -- Chairman

SUBJECT: Chicano Coalition Action

As a result of the concerns expressed in the General Membership meeting of February 28, 1974, the Chicano Coalition is in the process of taking the following action:

1. It has come to the attention of the Coalition that in the revamping of the Los Angeles County MAPC Board only one Chicano is being considered for a position on the Board. The Chicano Coalition is demanding of the Board of Supervisors that the major manpower agencies, i.e., MAOF, TELACU, and UCE be included on the new MAPC Board.
2. The Chicano Coalition is informing GIACAA that we are in the process of preparing a "Class Action Suit" against GIACAA for its lack of implementation of an Affirmative Action Program and the application of the Fair Share Formula. The law suit will be filed on behalf of the Chicano Coalition and the Chicano community by the Model Cities Center for Law and Justice.
3. On Tuesday or Wednesday of next week, the Chicano Coalition will hold a press conference to inform the media and the community of our actions regarding GIACAA.
4. The Chicano Coalition is preparing to address the County Board of Supervisors on the above mentioned issues and will ask that the Board refrain from committing any revenue sharing funds to GIACAA because of its discriminatory practices against the Chicano community.
5. The Chicano Coalition is requesting Councilman Ed Edelman to introduce a motion in the City Council asking that the CAO investigate our charges against GIACAA and refrain from committing any funds to GIACAA.

cc: Board of Supervisors
City Councilmen
Mr. President Richard S. Doyle
Mr. Fernando S. Dela Cruz
Mr. Felix Dancy

Attest #261

GREATER LOS ANGELES COMMUNITY ACTION AGENCY

314 WEST SIXTH STREET • LOS ANGELES, CALIFORNIA 90014 • PHONE 629-5511

March 5, 1974

Mr. John Trapani
Director of Litigation
Model Cities Center for Law and Justice
2111 East Brooklyn Avenue
Los Angeles, California 90033

Dear Mr. Trapani:

This is in response to your letter of March 1, 1974.

In paragraph two of your letter you outline the Affirmative Action Plan, (Employment Goals), adopted by the GLACAA Board in August, 1972. As you will note in totaling the percentages, they reflect 105% staffing. This is due to the separation of American Indian from the category of "Others". If the Affirmative Action Employment Goals of GLACAA were revised according to the 1970 Census (based on OEO's Los Angeles County below poverty level population report), the following would be the picture:

ANGLO	46 %
BLACK	23 %
SPANISH SURNAME/MEXICAN-AMERICAN	27 %
ASIAN, INDIAN, OTHERS	4 %

We are aware that since the 1970 Census, additional information has been collected which indicates a substantial increase in the Chicano population for the State of California. This would obviously change the above statistics. Our Employment Goal Plan was developed to more accurately reflect opportunities for minorities, who have traditionally been denied such opportunities in society.

In previous years it has been necessary to limit the employment of personnel only to those positions vital to the on-going functions of the Agency. Since July, 1973, upon the appointment of the new Executive Director, this practice has continued, on a limited basis due to budget constraints, with a strong emphasis on the hiring of ethnic minority personnel. Even though GLACAA has been faced with budget reductions for personnel, you will note from the following that the Chicano has made substantial gains in our continuing efforts to achieve our affirmative action goals.

GLACAA STAFFING PATTERN July 1973 - January 1974

	<u>July/August</u>	<u>Sept./Oct.</u>	<u>Nov./Dec.</u>	<u>January</u>
Black	45.8 %	45.0 %	44.3 %	44.0 %
Spanish Surname Mexican-American	24.2 %	24.0 %	25.3 %	25.5 %
Anglo	24.7 %	24.1 %	22.8 %	22.9 %
Asian	4.0 %	5.0 %	5.3 %	6.0 %
Others	1.3 %	1.9 %	.2 %	1.2 %

As you can see, these figures indicate there has been considerable movement toward rectifying previous inadequacies. For your information, you might be interested in some comparative Affirmative Action figures for both the City and County of Los Angeles:

LOS ANGELES COUNTY
December 1973

ANGLO	57 %
BLACK	28 %
MEXICAN-AMERICAN	9 %
ASIAN	4 %
OTHER	2 %

LOS ANGELES CITY
June 1973

ANGLO	64.0 %
BLACK	21.9 %
SPANISH SURNAME	9.3 %
ASIAN	4.0 %
AMERICAN INDIAN	.6 %
OTHER	.2 %

We are enclosing GLACAA information on the Ethnicity of Staff and Participants in OEO Funded Programs. You will note the benefits for the Chicano community, both in terms of participants and staff in County-wide Community Programs. In these two areas, the Chicanos have benefited most from OEO funded programs. In analyzing GLACAA's total efforts to achieve the Affirmative Action Employment Goals, we feel that both staff employed at GLACAA and participants and staff involved in Community Programs must be viewed together.

During GLACAA's refunding period for FY'74, the Fair Share Formula was definitely used in allocating funds to our 10 Poverty Areas. The distribution of funds involved full Community participation at the Area Council level. Each Area funded programs in accordance with the Fair Share Formula. For the refunding or new funding of Community Programs for calendar year 1974, the Fair Share Formula was followed as the funding guideline for each poverty planning area.

Mr. John Trapani
March 5, 1974
Continued - Page 3

The position of Equal Opportunity Officer was posted on February 11, 1974 with a closing date of February 27, 1974. A panel is being established to interview applicants on March 15, 1974. Immediately following the results of the panel, the Executive Director will interview the top five (5) candidates, from whom the selection of Equal Opportunity Officer will be made.

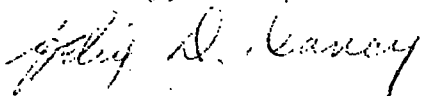
The GLACAA Board of Directors has announced the formation of the Human Rights Committee and is proceeding with implementation; however, since the regular elections of Community Representatives to the Board are now in progress, the Committee cannot be formed until the new Board is seated. The due date for seating of the Board is March 25, 1974. The enclosed letters represent our efforts in seeking assistance and recommendations in the forming of the Human Rights Committee.

GLACAA cannot stress strongly enough that every continuing effort will be made to cooperatively work toward the achievement of the Affirmative Action Employment Goals, not only for the Chicano, but for all the under-represented minority groups.

Given the funding limitations and uncertain future funding by OEO, we are hopeful that with anticipated City/County funding, we will be in a position to expand upon the Affirmative Action Employment opportunities both in the Agency as well as in the Community.

I trust this information is satisfactory to you. We are very hopeful that your efforts and ours will coalesce in order that we may pull together with all repressed ethnic groups in the fight to secure the rights and equal opportunities for poor people in the Greater Los Angeles Area.

Sincerely,



Rev. Felix Dancy, Chairman
Board of Directors

RFD:ms

Enclosures

GREATER LOS ANGELES COMMUNITY ACTION AGENCY

BI-MONTHLY STAFFING REPORT FOR AUGUST, 1973

This report prepared by
Joe Phillips, Acting Director of Personnel

Phone: (213) 629-5511 Ext. 359

ETHNIC STATISTICS

TOTAL NUMBER OF EMPLOYEES.....	227	<u>PERCENT</u>
NUMBER OF BLACKS.....	104	45.8
NUMBER OF MEXICAN-AMERICANS.....	48	21.1
NUMBER OF OTHER SPANISH-SURNAME.....	7	3.1
NUMBER OF ANGLOS.....	56	24.7
NUMBER OF ORIENTALS.....	9	4.0
NUMBER OF AMERICAN-INDIANS.....	2	0.9
NUMBER OF OTHERS *.....	1	0.4

Portuguese/Hawaiian

GREATER LOS ANGELES COMMUNITY ACTION AGENCY
BI-MONTHLY STAFFING REPORT FOR OCTOBER, 1973

This report prepared by

Joe Phillips, Acting Director of Personnel

Phone: (213) 629-5511, Ext. 359

ETHNIC STATISTICS

TOTAL NUMBER OF EMPLOYEES..... 224

		<u>PERCENT</u>
NUMBER OF BLACKS.....	101	45.0
NUMBER OF MEXICAN-AMERICAN.....	46	20.5
NUMBER OF OTHER SPANISH-SURNAME.....	8	3.5
NUMBER OF ANGLOS.....	54	24.1
NUMBER OF ASIANS.....	11	5.0
NUMBER OF AMERICAN-INDIANS.....	3	1.4
NUMBER OF OTHERS*.....	1	.5

* Portuguese/Hawaiian

GREATER LOS ANGELES COMMUNITY ACTION AGENCY
BI-MONTHLY STAFFING REPORT FOR DECEMBER, 1973

This report prepared by
Joe Phillips, Acting Personnel Director
Phone: (213) 629-5511, Ext. 359

ETHNIC STATISTICS

TOTAL NUMBER OF EMPLOYEES..... 241

		<u>PERCENT</u>
NUMBER OF BLACKS	107	44.3%
NUMBER OF SPANISH-SURNAME INCLUDING MEXICAN-AMERICAN.....	61	25.3%
NUMBER OF ANGLOS.....	55	22.8%
NUMBER OF ASIANS.....	13	5.3%
NUMBER OF AMERICAN-INDIANS.....	4	1.6%
NUMBER OF OTHERS *.....	1	.4%

*Portuguese/Hawaiian

NOTE: Report includes Temporary/Hourly employees

GREATER LOS ANGELES COMMUNITY ACTION AGENCY

MONTHLY STAFFING REPORT FOR JANUARY, 1974

This report prepared by

Joe Phillips, Acting Personnel Director

ETHNIC STATISTICS

TOTAL NUMBER OF EMPLOYEES..... 231

		<u>PERCENT</u>
NUMBER OF BLACKS.....	102	44.1%
NUMBER OF SPANISH-SURNAME INCLUDING MEXICAN-AMERICANS.....	59	25.5%
NUMBER OF ANGLOS.....	53	22.9%
NUMBER OF ASIANS.....	14	6.0%
NUMBER OF AMERICAN-INDIANS.....	2	.8%
NUMBER OF OTHERS *.....	1	.4%

*Portuguese/Hawaiian

NOTE: Report includes Temporary/Hourly employees

ETHNICITY OF STAFF AND PARTICIPANTS

OEO PROGRAMS

	<u>1970 Percent</u>				<u>1971 Percent</u>				<u>1972 Percent</u>				<u>1973 Percent</u>			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
<u>Participants</u>																
Chicano	33%	36%	38%	35%	38%	21%	33%	46%	38%	43%	41%	34%	38%	41%	47%	42%
Black	32%	33%	35%	34%	33%	18%	20%	31%	35%	27%	28%	27%	27%	25%	25%	31%
Anglo	22%	20%	18%	17%	15%	25%	11%	10%	12%	9%	8%	19%	18%	16%	8%	9%
Asian	1%	2%	2%	2%	2%	2%	2%	3%	5%	7%	5%	3%	3%	3%	5%	4%
Indian	0%	1%	1%	0%	1%	3%	3%	3%	2%	0%	1%	3%	2%	1%	2%	1%
Other	2%	2%	2%	0%	2%	3%	2%	5%	4%	5%	8%	5%	3%	4%	7%	6%
Unknown	10%	6%	4%	12%	9%	28%	29%	2%	4%	9%	9%	9%	9%	10%	6%	7%
<u>Staff</u>																
Chicano	33%	33%	36%	36%	40%	33%	38%	38%	40%	42%	45%	44%	42%	42%	44%	44%
Black	42%	41%	40%	39%	41%	45%	40%	42%	37%	35%	38%	33%	37%	38%	39%	39%
Anglo	20%	20%	18%	20%	14%	16%	15%	13%	15%	14%	7%	13%	12%	12%	7%	7%
Asian	2%	2%	3%	2%	2%	2%	3%	3%	5%	6%	7%	8%	6%	5%	7%	7%
Indian	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Other	2%	3%	2%	1%	2%	3%	3%	3%	2%	2%	2%	1%	2%	2%	2%	2%
Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

GLACAA QUARTERLY STATISTICAL REPORT - Part II

Program Title OEO SUMMARY

134 SITES

1. HOW MANY PEOPLE WERE SERVED?

New This Quarter	22,235
Total Served Year to Date	126,924
Planned Participants for Year	126,407

2. WHAT INFORMATION AND REFERRAL SERVICES WERE PROVIDED THIS QUARTER?

Job Referrals	3,034	Housing	453
Job Hires	1,035	Health	2,523
Training Programs	461	Legal	1,159
Education	1,668	Public Agencies	873
DPSS	1,341	Other	5,183
Comm. Service Programs	2,652		

3. WHAT GROUPS WERE SERVED?

<u>Ethnicity:</u>		<u>Age:</u>		<u>Income and Sex:</u>	
		0-5	11%	Poor	52%
Chicano	42%	6-15	22%	Non-Poor	18%
Black	31%	16-21	15%	No Data	30%
Anglo	9%	22-44	40%		
Asian	4%	45-54	6%	Male	50%
Indian	1%	55-64	3%	Female	48%
Other	6%	65+	2%	No Data	2%
No Data	7%	No Data	1%		

4. HOW MANY STAFF WERE EMPLOYED?

<u>Program Employees:</u>		<u>Budgeted:</u>		<u>Volunteers:</u>	
Para-Professionals	355	Para-Professionals	486	Number	2,094
Professionals	254	Professionals	251		
Clericals	118	Clericals	120	Hours	
Other Staff	63	Other Staff	8	Contributed	44,658
TOTAL	790	TOTAL	865		

5. WHAT ETHNIC GROUPS WERE REPRESENTED ON THE STAFF?

Chicano	44%
Black	39%
Anglo	7%
Asian	7%
Indian	1%
Other	2%

GLACAA FAIR SHARE FORMULA

The GLACAA Fair Share Formula was developed as a means of obtaining an impartial tool for assessing need for poverty program funds in the widely varying areas within the agency's jurisdiction. Concepts used in the Formula were developed by a Task Force of delegate agency directors in a series of meetings from February to April, 1970. A number of conditions characterizing poverty communities were identified as the basis for obtaining measures of need.

To meet an OEO mandate for allocation of funds based on a Fair Share Formula, an updated FSF was developed using seven measures of the conditions included in the original plan with data from the 1970 Census. The measures employed are:

1. Persons in families below the poverty level
2. Persons in overcrowded housing units
3. Families receiving welfare or public assistance
4. Members of racial and ethnic minority groups
5. Unemployed persons in the labor force
6. Adults with less than 8 years of education
7. Persons in Spanish speaking households

The seven measures were combined in a composite Poverty Index shown below for the GLACAA Poverty Planning Areas:

Area	Poverty Index
1	5.1%
2	9.2
3	11.2
4	12.7
5	15.3
6	4.5
7	15.4
8	6.1
9	11.3
10	9.2
	<u>100.0</u>

The Poverty Index is each area's Fair Share, representing the area's proportion of total "need" for poverty program funds.

The Fair Share Formula was approved by the Board on July 17, 1972 for use in 1973 versatile program funding. The Formula was to be phased in over a three year period, with each area to maintain its existing level of funding for 1973. For 1974, area allocations were to be increased or decreased by 1/3 of the difference between the existing funding level and Fair Share funding, and for 1975 each area was to receive its full Fair Share percentage.

GLACAA FAIR SHARE PHASE-IN PLAN

Area	1973 Program In Place	1974 1/3 Phase In	1975 Fair Share Target
1	5.7%	5.5%	5.1%
2	7.7%	8.2%	9.2%
3	12.7%	12.2%	11.2%
4	8.2%	9.7%	12.7%
5	16.9%	16.4%	15.3%
6	8.7%	7.3%	4.5%
7	10.1%	11.9%	15.4%
8	3.7%	4.5%	6.1%
9	11.5%	11.4%	11.3%
10	14.8%	12.9%	9.2%

1973: All versatile programs funded at the same level as the prior year, i.e. the first year of the phase-in there was no change in funding level.

1974: Areas allocated 1/3 of the difference between 1973 funding level and their full Fair Share percent.

1975: All areas allocated their full Fair Share percent.

Research and Evaluation Division
Program, Research and Development Department
February 21, 1974

EMPLOYMENT OPPORTUNITIES

with the
GREATER LOS ANGELES COMMUNITY ACTION AGENCY
An Equal Opportunity Employer

EQUAL OPPORTUNITY OFFICER

DIVISION: Executive Office

SALARY RANGE: \$1,249 - \$1,510 per month (Hiring possible above the first step based on past Salary qualifications)

FINAL FILING DATE: Wednesday, February 27, 1974

DESCRIPTION:

Under general direction of the Executive Director to implement the GLACAA Affirmative Action Plan; to plan, coordinate and advise the total structure which addresses itself to equal opportunity for all ethnic groups within the GLACAA planning areas.

EXAMPLE OF DUTIES:

Administers all aspects of the GLACAA Affirmative Action Program consistent with Federal guidelines and pursuant to the goals and objectives of the GLACAA Affirmative Action Plan; identifies internal external needs for organizational or institutional change as they relate to the goals of affirmative action; researches and analyzes data related to equal opportunity employment in GLACAA and its delegate agencies develops communication, and provides an on-going planning process by which new goals and objectives can be added to improve each phase of the Affirmative Action Plan; provide technical assistance in the preparation and implementation of action as necessary.

QUALIFICATIONS:

Demonstrated capability to comprehensively deal with the perceptions of poor, disadvantaged, and minority people; ability to interact with large groups; ability to persuade others to understand the need for affirmative action in the area of equal employment opportunities.

Knowledge of laws governing civil and human rights of minority persons. Knowledge of educational institution and training programs which attempt to facilitate equal opportunities of poor and minority persons.

Any combination of education and experience equivalent to graduation from college and two years of responsible professional experience related to personnel administration, industrial relations, civil rights or equal opportunity employment. (Additional experience may be substituted on a year-for-year basis.)

PLEASE SECURE APPLICATION FROM: GREATER LOS ANGELES COMMUNITY ACTION AGENCY
Personnel Office, Room 602
314 West Sixth Street, Los Angeles, Ca. 90014
Phone: (213) 629-5511 Ext 356

PERSONNEL
2/11/74.

COMPETITION FOR THIS POSITION IS OPEN TO ALL PERSONS WHO MEET THE MINIMUM QUALIFICATIONS STATED ON THE FRONT OF THIS ANNOUNCEMENT.

HOW TO APPLY

1. Check the minimum qualifications on the front of this announcement. You can be considered for this position ONLY if you meet these requirements.
2. Obtain an official GLACAA application form.
3. Fill out the application clearly (PRINT OR TYPE) neatly, accurately, and completely. Your application will affect the valuation of you for this position. False statements on your application may result in permanent disqualification from consideration for employment in any position with GLACAA.
4. Send your application to the GLACAA Personnel Office by the deadline date indicated on the front.

SELECTION PROCEDURE

All applications received by the final filing date will be reviewed and evaluated. Those persons who appear to be most qualified for the particular position which is open will be scheduled for interviews. In some instances, written or performance test may be required.

The GREATER LOS ANGELES COMMUNITY ACTION AGENCY is a new and creative governmental Agency. The Agency administers and coordinates federally funded war-on-Poverty programs in Los Angeles County. Approximately 60 programs are operated under the auspices of GLACAA, which is a governmental Agency administered by the Board of Directors, including community representatives elected by the poor, spokesmen for the four major local governmental agencies and representatives of community agencies.

WORKING CONDITIONS AND FRINGE BENEFITS

VACATIONS:	1st year- 5/6 days per month (10 days per year) 2nd and 3rd years - 1 1/2 days per month (15 days per year) 4th and subsequent years - 1 2/3 days per month (20 days per year)
SICK LEAVE:	15 days at full pay up to 85 days at one-half pay
HOLIDAYS:	11 per year
GROUP HEALTH INSURANCE:	For employees and dependents. Employees pay one-third of cost; GLACAA pays two-thirds.
RETIREMENT PLAN:	Employee pays one-third of cost; GLACAA pays two-thirds. You will receive your investment back with a high rate of return for every year of service.
LIFE INSURANCE:	Equal to 1 1/2 times employee's annual salary. This is part of the Retirement Plan at no extra cost.
UNEMPLOYMENT & DISABILITY INSURANCE:	Administered by the State of California Department of Human Resources Development.

REIMBURSEMENT TOWARD THE COST OF PARKING:

THE PROBATIONARY PERIOD: The probationary period is six months for professional employees, and three months for non-professional employees.

There is ample opportunity for advancement within GLACAA based on your own merits and abilities and availability of job openings.

Although salaries are paid from federal funds, these are not civil service positions.

November 8, 1973

Mr. Ed Avila, Executive Director
Chicano Coalition
P. O. Box 852
Los Angeles, California 90053

Dear Mr. Avila:

In trying to seek a fuller Affirmative Action Program for GLACAA, our Board has asked me to establish a Human Relations Committee. This Committee would help to shape a program which would assure equal job opportunities in our agency and in each of the many delegate agencies with which we contract; it would seek to increase the awareness of diverse cultural backgrounds; it would promote outreach into communities not otherwise involved; and it would propose activities to improve an understanding of one another throughout greater Los Angeles.

We hope that your organization would help us in developing and implementing that program through the appointment of a representative on our Human Relations Committee.

The Affirmative Action unit of our staff will be in touch with you. In the meantime, if you have any questions, please call Gwen Moore, extension 231.

Sincerely,

ORIGINAL SIGNED BY:

Reverend Felix Dancy

Reverend Felix Dancy, Chairman
GLACAA Board of Directors

FD/mrd

CHICANO COALITION

POST OFFICE BOX 852
LOS ANGELES CALIFORNIA, 90053
TELEPHONE (213) 264-5206

RECEIVED

DEC 18 1973

EXECUTIVE OFFICE

December 17, 1973

Reverend Felix D. Dancy, Chairman
GLACAA Board of Directors
314 West Sixth Street
Los Angeles, California 90014

Dear Sir:

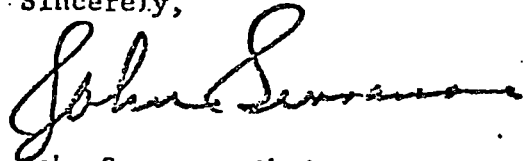
The Executive Committee of the Chicano Coalition has asked me to submit the name of Mr. John Olivarez for membership to the Human Relations Committee. The Chicano Coalition is currently a confederation of 47 organizations and agencies from throughout the Los Angeles County area. It is a non-profit organization duly incorporated in the State of California.

Mr. John Olivarez' place of business is located at 6408 East Whittier Boulevard, Los Angeles, Ca. 90022, telephone number 726-9414.

Enclosed is a copy of Profile of the Chicano Coalition.

If you have any questions, please do not hesitate to call our office - 264-5206.

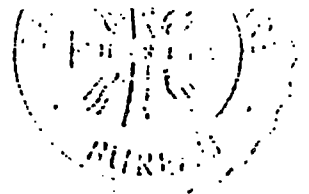
Sincerely,



John Serrano, Chairman
Chicano Coalition

JS/la
Encl.

THE CATHOLIC WELFARE BUREAU
OF THE ARCHDIOCESE OF LOS ANGELES
Catholic Charities Center • 1400 West Ninth Street • Los Angeles, California 90015 • 385-7211



HIS EMINENCE TIMOTHY CARDINAL MANNING, D.D., J.G.D., *President*

MOST REVEREND WILLIAM R. JOHNSON, A.C.S.W.
Episcopal Vicar for Charities

REV. MSGR. JOHN P. LANGUILLE, A.C.S.W., *Director*

November 27, 1973

RECEIVED

NOV 28 1973

EXECUTIVE OFFICE

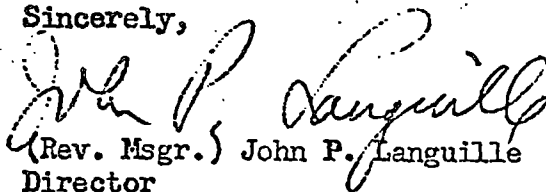
Reverend Felix Dancy, Chairman
GLACAA Board of Directors
314 West Sixth Street
Los Angeles, California 90014

Dear Reverend Dancy:

Your letter of November 8th addressed to His Eminence Cardinal Manning has been brought to my attention and I am happy to recommend for your consideration as a member on your Human Relations Committee, Mrs. Vivian Thomas, 1400 West Ninth Street, Los Angeles; 385-7211.

Mrs. Thomas is a native of New York City and received her Master's Degree in Social Work from Fordham University. She has been an employee of the Catholic Welfare Bureau since 1961 serving in the capacity of caseworker, casework supervisor and at present Mrs. Thomas is the Director of the Catholic Community Service Department of the Catholic Welfare Bureau. This particular Department of the Catholic Welfare Bureau is that division which thrust of service is directed to resolve problems in the hard-core poverty areas of our community. Mrs. Thomas has indicated her willingness to serve on your committee if she is so elected. I am, therefore, happy to recommend her for your consideration.

Sincerely,


(Rev. Msgr.) John P. Languille
Director

JPL:vm

ETHNICITY OF STAFF AND PARTICIPANTS

NON-OEO PROGRAMS

	<u>1970 Percent</u>				<u>1971 Percent</u>				<u>1972 Percent</u>				<u>1973 Percent</u>		
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd
<u>Participants</u>															
Chicano	41%	36%	36%	7%	40%	43%	37%	41%	43%	31%	45%	43%	35%	41%	46%
Black	37%	37%	37%	5%	38%	35%	43%	39%	39%	34%	37%	39%	45%	46%	37%
Anglo	17%	14%	21%	4%	13%	17%	14%	15%	14%	8%	13%	13%	14%	9%	11%
Asian	1%	1%	3%	0%	0%	0%	1%	0%	0%	0%	1%	0%	1%	0%	0%
Indian	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Other	3%	2%	2%	0%	4%	3%	2%	3%	3%	1%	2%	1%	0%	1%	3%
Unknown	0%	9%	0%	84%	5%	0%	0%	0%	0%	25%	1%	0%	4%	0%	0%
<u>Staff</u>															
Chicano	23%	25%	22%	29%	25%	25%	27%	24%	25%	29%	41%	27%	32%	33%	32%
Black	47%	45%	46%	43%	40%	45%	40%	47%	45%	45%	40%	42%	45%	45%	43%
Anglo	27%	27%	27%	20%	31%	24%	28%	24%	23%	19%	14%	18%	19%	19%	18%
Asian	1%	1%	1%	1%	2%	2%	0%	2%	1%	3%	1%	3%	2%	3%	3%
Indian	0%	1%	1%	0%	0%	0%	0%	0%	0%	2%	0%	2%	0%	0%	2%
Other	1%	1%	3%	7%	2%	2%	2%	2%	2%	2%	4%	8%	1%	0%	2%
Unknown	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Handwritten signature/initials

1973 GLA-CAA FUNDING*
BY POVERTY PLANNING AREA
(Federal Share Only)

Poverty Planning Area	OEO Funds	Non-OEO Funds	Total GLA-CAA Funds
1	\$ 538,439	\$ 591,309	\$1,129,748
2	677,054	1,214,743	1,891,797
3	1,097,691	4,968,445	6,066,136
4	1,000,806	1,625,930	2,626,736
5	1,631,357	4,971,864	6,603,221
6	789,653	1,437,984	2,227,637
7	944,250	2,313,078	3,257,328
8	474,309	739,444	1,213,753
9	975,979	1,807,816	2,783,797
10	1,287,636	1,569,494	2,857,130
TOTAL	\$9,417,174	\$21,240,107	\$30,657,283

*Does not include GLA-CAA Administration, Resources Mobilization, Training and Technical Assistance, etc.

Attch 5(a)

ETHNICITY OF STAFF AND PARTICIPANTS

OEO PROGRAMS

	<u>1970 Percent</u>				<u>1971 Percent</u>				<u>1972 Percent</u>				<u>1973 Percent</u>			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	
<u>Participants</u>																
Chicano	33%	36%	38%	35%	38%	21%	33%	46%	38%	43%	41%	34%	38%	41%	47%	42%
Black	32%	33%	35%	34%	33%	18%	20%	31%	35%	27%	28%	27%	27%	25%	25%	31%
Anglo	22%	20%	18%	17%	15%	25%	11%	10%	12%	9%	8%	19%	18%	16%	8%	9%
Asian	1%	2%	2%	2%	2%	2%	2%	3%	5%	7%	5%	3%	3%	3%	5%	4%
Indian	0%	1%	1%	0%	1%	3%	3%	3%	2%	0%	1%	3%	2%	1%	2%	1%
Other	2%	2%	2%	0%	2%	3%	2%	5%	4%	5%	8%	5%	3%	4%	7%	6%
Unknown	10%	6%	4%	12%	9%	28%	29%	2%	4%	9%	9%	9%	9%	10%	6%	7%
<u>Staff</u>																
Chicano	33%	33%	36%	36%	40%	33%	38%	38%	40%	42%	45%	44%	42%	42%	44%	41%
Black	42%	41%	40%	39%	41%	45%	40%	42%	37%	35%	38%	33%	37%	38%	39%	39%
Anglo	20%	20%	18%	20%	14%	16%	15%	13%	15%	14%	7%	13%	12%	12%	7%	7%
Asian	2%	2%	3%	2%	2%	2%	3%	3%	5%	6%	7%	8%	6%	5%	7%	7%
Indian	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Other	2%	3%	2%	1%	2%	3%	3%	3%	2%	2%	2%	1%	2%	2%	2%	2%
Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

ETHNICITY OF GLACAA STAFF

	1970 Percent				1971 Percent				1972 Percent				1973 Percent			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
Chicano	Not	Available			20%	23%	24%	18%	20%	23%	23%	22%	20%	20%	24%	24%
Black	Not	Available			42%	42%	43%	50%	48%	46%	44%	45%	48%	48%	45%	45%
Anglo	Not	Available			30%	27%	25%	25%	24%	23%	24%	22%	23%	23%	23%	23%
Asian	Not	Available			6%	6%	6%	5%	6%	6%	6%	5%	5%	5%	4%	4%
Indian	Not	Available			0%	0%	0%	0%	1%	1%	2%	2%	1%	1%	1%	1%
Other	Not	Available			2%	2%	2%	2%	1%	1%	1%	4%	3%	3%	3%	3%

Research & Evaluation Division

Program, Research & Development Department 3/4/74:

Attch 5(c)

ETHNICITY OF STAFF AND PARTICIPANTS

OEO AND NON-OEO PROGRAMS

	<u>1970 Percent</u>				<u>1971 Percent</u>				<u>1972 Percent</u>				<u>1973 Percent</u>		
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd
<u>Participants</u>															
Chicano	35%	36%	37%	32%	38%	24%	35%	45%	39%	42%	43%	44%	37%	41%	47%
Black	34%	34%	35%	31%	34%	21%	35%	32%	36%	28%	31%	39%	28%	27%	30%
Anglo	21%	19%	18%	16%	14%	23%	12%	11%	14%	9%	9%	13%	18%	16%	9%
Asian	1%	2%	2%	2%	2%	2%	2%	2%	4%	6%	3%	1%	3%	3%	3%
Indian	1%	1%	0%	0%	1%	2%	2%	3%	1%	0%	1%	1%	2%	1%	1%
Other	2%	2%	2%	0%	2%	3%	2%	5%	4%	4%	6%	1%	3%	4%	6%
Unknown	6%	6%	6%	17%	9%	25%	12%	2%	2%	11%	7%	1%	9%	8%	4%
<u>Staff</u>															
Chicano	26%	27%	32%	35%	30%	28%	33%	29%	31%	34%	44%	27%	34%	36%	35%
Black	47%	44%	42%	40%	40%	46%	41%	45%	42%	41%	38%	42%	42%	42%	42%
Anglo	25%	25%	21%	20%	25%	21%	20%	21%	21%	17%	9%	18%	16%	16%	15%
Asian	1%	1%	2%	2%	2%	2%	2%	2%	3%	4%	5%	3%	4%	4%	4%
Indian	0%	1%	1%	0%	1%	0%	1%	0%	0%	2%	1%	2%	1%	1%	2%
Other	1%	2%	2%	3%	2%	3%	3%	3%	3%	2%	3%	8%	3%	1%	2%
Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Handwritten signature/initials

Roger A. Taylor
1085 South Van Ness Avenue #204
San Francisco, California 94110

March 14, 1975

Assemblyman Julian Dixon
State Capitol
Sacramento, California 95814

Attention: Mr. Charles Siplin

Dear Assemblyman Dixon:

In response to your recent letter, the following is my opinion as to why I was terminated from my position as Chief of the Division without any prior notification of intent from the Director's office.

I'm sure you are aware AB 150 that was passed into law recently states that Chiefs of the Divisions of the Department are appointed by the Governor and serve at the pleasure of the Director.

On March 5, 1975 I took an action against a Caucasian employee. Please note my attached statement. On March 6, 1975 I conducted the Commission meeting, and called for an executive session where I explained to them my reasons for taking the action.

On Friday, March 7, 1975, in San Francisco, I had reason to believe that this employee was in a meeting some place with Mr. Ray Barrier, Department Personnel Director and perhaps Mr. Jim McCullough, Assistant Deputy Director, and although I cannot prove any of this, also my Assistant Chief, Mr. Harry London. I can only assume that this meeting had occurred by verbal statements made to me by clerical staff about Mr. Moore and Barrier; Mr. McCullough coming to our office looking for Mr. Barrier, and Mr. London's peculiar behavior.

On Monday, March 10, 1975, at about 9:00 AM, I was called to the Director's office where Mr. Al Loeb, Chief Deputy Director called me into his office. He started the conversation off by asking me why the Commission denied my appeal that it approve a contract with EEOC for \$125,000.00. The reason being because FEP cases would become EEOC cases. Incidentally, since then I have been advised that with certain revisions to the contract, the Commission subsequently approved the contract. I do not know what they were because I have been terminated as Chief of the division.

Following that subject Mr. Loeb inquired as to why I took the action against Mr. Moore. I briefly explained the history of Mr. Moore's insubordination to me; his, and Mr. Feiertag's (southern area administrator) history of circumventing my instructions concerning the way I want to turn the agency around, and do the job we are supposed to be doing, even with our limited staff.

March 14, 1975

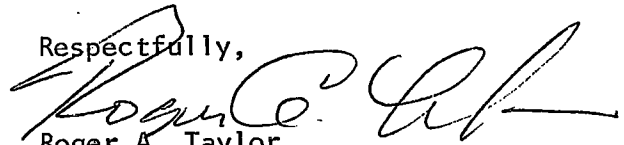
than be terminated. He stated he could not because that was the Administration's policy.

For your information, I turned down an opportunity to become Chief of the State of Washington's Bureau Against Discrimination because the Administration had indicated, through the Director, that it wanted people to stay on unless other opportunities were available.

I gambled and lost, I think not because of my ability, but because I took punitive action against a white employee. I need not apprise you of the Department's employment of minorities.

Thank you for your concern.

Respectfully,



Roger A. Taylor

NOTE: FEPC would be down on a private employer about such an action, but since I do have a job, and I don't want to embarrass the Administration, I will step away quietly.



STATE OF CALIFORNIA

EDMUND G. BROWN JR., Governor

DEPARTMENT OF INDUSTRIAL RELATIONS

455 GOLDEN GATE AVENUE
SAN FRANCISCO 94102

March 10, 1975

ADDRESS REPLY TO:
P.O. Box 603
San Francisco 94101

CONFIDENTIAL

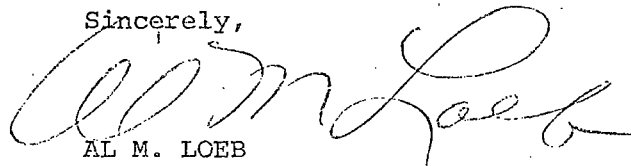
Roger Taylor
Division of Fair Employment Practices
San Francisco

Dear Roger:

Confirming our discussion this morning, I have been instructed by the Director to advise you in his behalf that your appointment as Chief of the Division of Fair Employment Practices is terminated effective at the close of business March 10, 1975. Your past assistance in providing for a smooth transition to the new administration has been appreciated. Charles E. Wilson has been designated acting chief of the division until such time as a permanent appointment is made. If you elect to reinstate to your former civil service class of Consultant, as you intimated you would, you will be assigned to the affirmative action section in San Francisco on an interim basis under the supervision of Carol Schiller, the statewide supervisor of that function.

Once again, your past cooperation has been appreciated. I am sure that you will continue to make a significant contribution to the division in your new assignment.

Sincerely,



AL M. LOEB
Chief Deputy Director

AML:hw

cc: Charles E. Wilson

TO WHOM IT MAY CONCERN

STATEMENT

On March 5, 1975 during the State staff meeting in Los Angeles while we were discussing the subject of the EEOC Contract and budget, Area Administrator Moore brought up a matter that pertained to, and was discussed at a Northern Area staff meeting the preceding Monday, March 3, 1975.

He kept harping on this matter until the Assistant Chief told him to stop bringing it up, that it was a matter that would be discussed later and that this was not the time and place (State staff meeting) to discuss northern area problems.

Mr. Moore insisted that it was State staff meeting business and kept talking about it. He indicated he was going to see the Director, and just would not heed the Assistant Chief's instructions to him about the matter.

When he persisted, I told him the same thing that Mr. London had told him, and he continued to talk about the matter in a tone of voice I considered "almost shouting". I again told him the matter was not to be discussed any more, to let it go for now, it would be discussed later. I told him that I would take care of the matter he was complaining about at the appropriate time. This was told to Mr. Moore at least two more times by me. He continued to discuss the matter, and eventually I told Mr. Moore that the subject was not to be discussed any more at this meeting.

Mr. Moore desisted for about less than a minute, and brought it up again about the actions he was going to take and that he wanted to talk about the subject there, and then.

When we had completed State staff business, I mentioned to Mr. London that I wanted to see him later, and left the room while the remainder of staff discussed other matters. I went to the Commissioner's office and pondered as to what I should do in light of his behavior toward me in front of the top members of my staff. They were Assistant Chief London, Senior Legal Counsel Wilson, his associate, Ms. Stopol, Area Administrator Feiertag, Senior Consultants Hyatt and Robinson.

I went back to the meeting and called out Attorney Wilson. Before I said anything, Mr. Wilson said to me words to the effect that "that guy is something else". I then consulted Mr. Wilson as to Mr. Moore's behavior constituting gross insubordination, and he agreed that it definitely did. Mr. Wilson then went away to make some telephone calls.

About five minutes later after pondering over the incident, I located Mr. Wilson again, and asked that in his legal opinion "was the behavior of Mr. Moore sufficient to show a case of insubordination"? Mr. Wilson said that it was.

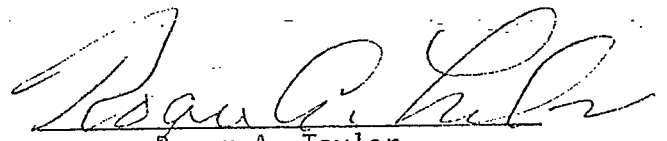
STATEMENT (continued)

Mr. Wilson then went back to the meeting. I stayed in the Commissioner's office thinking about what to do in light of my previous experiences with Mr. Moore. I had initiated punitive action against Mr. Moore last September concerning a previous act of gross insubordination toward me with plenty of witnesses to the act. Shortly after notification to take action was served upon him, I was called by the Director's office where Deputy Director McCullough and Personnel Officer Ray Barrier asked me not to proceed because the Department was already under criticism by then candidate for Governor Brown. After much discussion, I, in a spirit of cooperation with the Director's wishes, agreed not to act at that time on that matter. I also thought of an incident that had occurred during a northern area staff meeting on March 3, 1975 when he again was somewhat insubordinate toward me about his insistence that I give him a memo before he would act on instructions I had given to him verbally, and where I had to order him to do what I wanted done.

After making a decision, I went back to the meeting, called out Mr. Moore, Mr. Wilson, and Mr. London. We went to the Commissioner's office where I verbally instructed Mr. Moore that he was suspended without pay for 15 days. He stated that he was going to see the Director, and going to the Governor's office. I suggested he follow the Departmental grievance procedure. He then requested, and was granted, permission to go to the Director's office and anywhere else he wished to. Mr. London then asked if Moore could be excused for a moment to ask me a question. Moore left the room and Mr. London asked me if I was sure that I was procedurally correct. I replied that I was.

Mr. Moore was called back into the office and I stated to him that in line with the suspension, that I would serve the notice of punitive action upon him within 15 days. Mr. Moore then left the room.

Prior to leaving, Mr. Moore told me he would go back to the office and check his file to see what he could disclose against me.


Roger A. Taylor

CO-CHAIRMEN'S MESSAGE

Tom Keller of Monrovia and I, as co-chairmen of the Task Force, extend several wishes to you in this newsletter. First, we wish each of you could have been at our December meeting in Los Angeles, It was an excellent meeting -- good information, good people reporting. We really had a feeling of excitement and comraderie.

Second, we wish each of you would join us at our January meeting in Sacramento. The only detail of the meeting available today is the date -- January 25 at the Sacramento Airport. Our plans call for a portion of that day to be spent with program managers from the Department of Education and a portion with some legislators.

Third, we wish you would seriously consider joining us. There are many reasons to do so: Many of us still believe that integrated education should be our priority strategy; many of us believe that any definition of quality education must include integrated learning experiences; we believe you will find more good human beings at our meetings than at almost any other meeting.

Fourth, we wish to each of you and yours a New Year that is rich in peace and love and brotherhood.
--James Reusswig

YOUR SUPPORT IS NEEDED

The California Task Force for Integrated Education was formed in 1968 to develop communications, mutual support and positive action among school boards, superintendents, education associations and teacher organizations on the issues of racial and ethnic isolation, desegregation and integrated education in California public schools. We need your support. Send your check today.

CALIFORNIA TASK FORCE FOR INTEGRATED EDUCATION
1025 9th Street, Room 221
Sacramento, California 95814

Enclosed check is for membership and subscription during the school year 1972-73 (ending June 30, 1973).

Individual	(\$5 per year)	_____
Institutional	(\$25 per year)	_____

Name of individual or organization _____

Address _____ City _____ Zip _____

California Task Force for Integrated Education
1025 9th Street, Room 221
Sacramento, California 95814

RESPONSE

No. 7



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(Ministrie)
Jewett*

Newsletter of the
California Task Force
for Integrated Education

February, 1973

PROPOSITION 21 STALLS DESEGREGATION, IS CHALLENGED

Most of the California school districts which had held to a wait-and-see position on adopting and implementing desegregation plans continued their inactivity after passage by the voters in November of Proposition 21, the Wakefield Initiative.

The measure repealed sections of the Education Code and Administrative Code dealing with requirements on racial and ethnic imbalance and added an Education Code provision that "No public school student shall, because of his race, creed or color be assigned to or be required to attend a particular school."

Opponents of the initiative had cited several opinions, including one by the California Legislative Counsel, that it would be found unconstitutional and in fact that the U.S. Supreme Court had invalidated a similar measure enacted by another state. Promptly after the election Proposition 21 was challenged in the courts.

In addition to technical points, three major issues were raised:

- The ban on student assignments prevents school districts from taking action to end segregation and, therefore, violates rights guaranteed by the 14th Amendment.
- Repeal of the code sections serves to continue segregation; therefore, involves the state in racial discrimination.
- The initiative process was misused, not being a proper way to repeal a statute enacted by the Legislature.

A Santa Barbara City Schools desegregation case, in which a citizen's group is attempting to halt implementation of a plan voluntarily adopted by the Board of Education, may be the first test of Proposition 21 before the California Supreme Court.

A number of briefs have been filed in support of the district's arguments which join the challenge to Proposition 21 with the issues of the specific case. (Friends of the court include the ACLU, the Berkeley School District, Assemblyman Bagley, CRLA, the League of Women Voters and the Task Force for Integrated Education.) A Supreme Court hearing is expected this month.

Another test case at the Superior Court level is the desegregation lawsuit brought by the NAACP against the Sacramento Unified School District.

Planning to eliminate or reduce racial and ethnic imbalance continues in several school districts, despite the restraints apparently imposed by passage of Proposition 21. Those districts which had already implemented desegregation plans, some under court order, did not react with changes of student assignment -- an action which, it was suggested, would be illegal under Assemblyman Wakefield's Section 1009.6 The State Department of Education was directed by the State Board to proceed with developing guidelines to remedy imbalance but without, for the time being, requiring reassignment of students.

SAN FRANCISCO EXPERIENCE

Recently we had a chance to look at the evaluation study of San Francisco's Desegregation/Integration Program. It is a voluminous study of over 300 pages so regrettably we have not been able to read it word for word, table by table, or chart by chart. Yet, we did find interesting and encouraging information in this evaluation. The evaluation is the reporting of the attitudes of pupils, parents, teachers and administrators along with performance standards by pupils.

The report on academic performances parallels very closely what we have learned to expect from other desegregation studies. Learning does occur. One zone in San Francisco had significantly higher scores than the other desegregation zones. That zone was in its second year of desegregation compared to first year experience of all other zones. That zone also had the benefit of a full year's planning before desegregation.

Perhaps the most encouraging aspect of this study is the portion devoted to staff attitudes. Generally, teachers seemed committed to the concept of desegregation. They expressed much concern, however, at the lack of systematic planning and the absence of effort to make the necessary curriculum changes and improvements needed. There was an indication in this response of a need for a strong inservice program to prepare teachers for multi-ethnic classrooms and then the support services to teachers in terms of curriculum resources.

The greatest portent for San Francisco's ultimate success in achieving quality integrated education comes from elementary principals. Overall, their attitudes were positive on a large majority of the scales used. We are of the opinion that the building administrator has the major role in determining success or failure of any program. If that principal believes in a program and wants it to succeed the chances of success are very high. We see that potential for success in the San Francisco evaluation.

Maybe an even brighter sign is one that does not appear in the report. We really must remember that the voters of San Francisco rejected the Wakefield Amendment. Evidently the experience of desegregation was not distasteful to a majority of that community.

--James Reusswig

TASK FORCE OFFICERS

Co-Chairman:

Dr. James Reusswig, Superintendent
Vallejo City Unified School District
211 Valle Vista, Vallejo 94590

Thomas A. Keller, Title IV Administrator
Monrovia Unified School District
122 Lindwood Avenue, Monrovia 91016

Vice Chairman:

Manuel Banda, Jr., Director
Public Services Module
Western Regional School Desegregation Projects
University of California, Riverside 92502

Secretary:

Ted Neff, Assistant Chief
Bureau of Intergroup Relations
State Department of Education
721 Capitol Mall, Room 634, Sacramento
95814

Treasurer:

Dr. Bob K. Rothschild, Assoc. Superintendent
Contra Costa County Schools Office
75 Santa Barbara Road, Pleasant Hill 94523

Membership:

Mrs. Carol Livingston
League of Women Voters
3866 Roeding Road, Ceres

Newsletter:

Robert A. Crawford
Fullerton School District
1401 West Valencia Drive, Fullerton 92633

Legislation:

Vacant

PTA POLICY STATEMENTS

The California Congress of the PTA's policy statement concerning integration says: "Many school districts have faced, now face or will face selection of a plan for desegregating their schools. Once a desegregation plan is decided upon by a school district board of education or trustees, it is time for PTA cooperation, not for approval or disapproval of the plan.

Last May, the national convention passed the following resolution:

"Resolved that the national PTA Board of Managers take immediate action to bring together local, state and national representatives of government, education and PTA to search for solutions that could by rational means reduce racial isolation through transportation and to develop other viable alternative methods for providing quality education for all children and youth."

A bylaws change reads: "The PTA shall work with schools to provide quality education for all children and youth and shall seek to participate in the decision making process establishing school policy, recognizing that the legal responsibility to make the decision has been delegated by the people to the boards of education."

Both of these stands by the national convention represent a move toward a stronger leadership role by the PTA in the problem solving and decision making areas of education rather than limiting itself to facilitating the implementation phase.

EXTREMES OF RACIAL AND ETHNIC ISOLATION

A recent analysis by the State Department of Education shows that more black students attended nearly 100 percent black schools in California during 1971 than did in 1967.

There were 140 schools that were 90 to 100 percent black in 1971 compared with 133 in 1967. They were attended by 145,765 black students in 1971 compared with 137,400 in 1967.

Spanish-surnamed students in schools that were 90 to 100 percent Spanish-surnamed also increased; from 31,601 in 1967 to 34,820 in 1971. The number of such schools increased from 39 to 50.

During the same time, there was a decrease in all-white or nearly all-white schools. White isolation in 90 to 100 percent white schools dropped from 1,730,201 to 1,366,463 students. The number of white isolations schools decreased from 2,747 to 2,249.

U. S. CENSUS FINDINGS

The following facts were discovered after analysis of the 1970 U.S. census:

- Approximately 15 percent of Americans disclosed that their mother tongue was not English.
- In 1970, one-third of all the blacks in the nation and one-seventh of all children under 18 were living in poverty.
- 1.8 million adult Americans were without schooling of any type.